

Mine Workers end strike/ *Page 2*

AFL-CIO NEWS

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Justice delayed 6 years for tugboat crews

By Muriel H. Cooper

Locked out and subjected to almost six years of financial and personal pressure after being told they were ''permanently replaced,'' members of Longshoremen's Local 333 are going back to work with a new contract.

Bouchard Transportation Co., one of the largest tug and barge operators on the East Coast, will reinstate 73 workers and pay 163 former employees $4.7 million in back pay to settle unfair labor practices stemming from a lockout on Feb. 16, 1988. The company also will pay an additional $200,000 in associated expenses to the local.

Under the new three-year contract ratified in December, the workers will receive a 5 percent wage increase in the second year of the contract and 4 percent in the third year, as well as health and pension coverage, and regain several non-economic benefits. More than 50 workers returned to work Dec. 16 and the rest will be back within a month.

The union is still negotiating with five other companies that employed more than 1,000 of its members.

''This has been a tough, bitter strike,'' said Local 333 President Albert M. Cornette. ''I'm very unhappy with the misery they put on our backs, but I am proud to say that the union is still here. They didn't bust us.''

Cornette recalled that fateful February morning when ''the companies sent armed goons and vicious dogs to escort our people off the boats. We had not even voted to strike yet. They had been housing scabs in hotels for a month, just to take our jobs.''

In November 1988, a federal judge ordered Bouchard to reinstate the workers. Three years later, the court found Bouchard had violated the 1988 injunction.

Meanwhile, the environment was suffering as scabs caused 900 oil spills. Harbors were polluted.

The ILA case vividly illustrates the need to pass

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Steve Szydlowski/IBT

Teamsters President Ron Carey joins hospital workers in a rally protesting election delays.

For hospital workers, unions are first aid

By Candice Johnson

More than 3,000 hospital workers voted for union representation at two different hospitals, as labor continued to make inroads in the growing health care field despite harsh opposition from employers.

At Rhode Island Hospital in Providence, more than 2,000 workers in separate elections voted for union representation by the Teamsters and an AFT affiliate, the Federation of Nurses and Health Care Professionals.

A campaign in Syracuse, N.Y., among 940 registered nurses at Crouse-Irving Memorial Hospital resulted in victory for Service Employees Local 200A, despite an intense and expensive pressure campaign by hospital management.

Organizing committee members called the 532-366 vote ''a tremendously important victory for us as professionals and as women.''

At Rhode Island Hospital, despite months of delaying tactics by hospital management, some 1,800 workers in two units voted in the Teamsters in a Dec. 15 National Labor Relations Board election.

One unit — including secretaries, laundry workers, environmental service workers, pharmacy clerks, admissions workers, emergency room technicians and others — said ''union yes'' by a vote of 781-496. A separate skilled maintenance unit voted in the IBT by a 50-45 count.

A separate election among 400 licensed practical nurses resulted in a 195-101 win for the AFT. In July, the AFT won a representation election among 1,300 registered nurses at the facility.

The latest election victories bring union representation to all eligible workers at the facility, the largest private employer in the state.

The drive at Crouse-Irving Hospital in Syracuse turned on management's unkept promises and the betrayal felt by nurses. In 1991, the hospital promised improvements in wages and benefits, but actually cut salaries this year, SEIU said.

The crowning blow was the hospital's hiring of Management Science Associates, a Kansas City-based union-busting firm that specializes in the hospital industry, at a cost of more than a quarter of a million dollars, the union added. The union-busting campaign featured near-continuous play of anti-union videos, even in some patient care areas.

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Revolutionary United buyout in final stages

ALPA, IAM make plans to take control of airline

By Candice Johnson

The United Airlines board of directors voted to accept a $5 billion employee buyout bid as the United union coalition passed a major hurdle in its drive to gain a controlling stake in airline operations.

If ratified by the two unions next month and approved by individual shareholders in a vote next spring, United would become the nation's largest worker-owned company, with majority ownership by the carrier's participating 60,000 workers.

The Air Line Pilots and Machinists proposed wage and benefit investments, along with work-rule changes, for a six-year period in exchange for a majority share of the carrier, between 53 and 63 percent, depending on revenues.

The 8,000 pilots would accept a pay cut of 15.7 percent and the 23,000 IAM members and the non-contract workers a reduction of about 10 percent, both over the six-year period.

Shareholders would receive a package valued at about $173 per share, which includes $88 cash, common stock, preferred stock and senior notes. In late December, United stock was trading at around $146 a share.

The agreement calls for three members of the board of directors to be named by the unions; a no-strike agreement over the six-year term; some reduction in contributions to pilots' pensions; greater job security; and participation by the unions in creation of a short-haul carrier, dubbed ''U-2.''

In a filing with the Securities and Exchange Commission, the two unions said the plan will enable United to compete both internationally and ''head to head with 'low-cost' carriers in the short-haul domestic marketplace.''

The buyout proposal also names Gerald Greenwald, who worked with the unions on a buyout bid in 1990 and is a former Chrysler Corp. vice chairman, as chief executive officer of the restructured airline.

The IAM will hold membership meetings during most of January, with membership ratification of the agreement to be held later that month, the union said.

ALPA's United Master Executive Council will meet in early January for a briefing, with the package then presented to members in a series of meetings at

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BARGAINING

UFCW gets National Tea pact

The Food and Commercial Workers' eight-month strike against National Tea Co. ended with the ratification of a new six-year contract that includes a buyout offer for the strikers.

The contract covers some 4,200 hourly employees at 33 stores in Louisiana. Under the agreement, striking workers who do not accept the buyout will be able to return to work, although the company had previously said it would "permanently replace" the strikers.

It was a victory for the union, said Tony Drago, business agent for UFCW Local 210. "It was a long hard strike but we were able to maintain our picket lines and they were effective," he said.

The workers walked off the job in mid-April after refusing to accept the company's demands to cut wages and health care coverage. The company imposed its final offer on May 2.

UAW keeps jobs in Flint

The UAW and General Motors Corp. tentatively agreed to keep the Flint, Mich., stamping plant open until 1999. A new-style truck will be built at the factory after full-size van production concludes with the 1995 model year.

The 3,600 workers stood to lose their jobs because a redesigned van will be built at GM's Wentzville, Mo., plant beginning with the 1996 model year. The Flint plant now will produce a new four-door version of the Chevrolet Blazer and GMC Yukon sport utility vehicles.

The decision to keep the plant open came as part of a local contract settlement. The contract must still be ratified by members of UAW Local 598.

UAW Local 1714 also reached a tentative agreement covering 2,300 workers at GM's Lordstown, Ohio, metal stamping plant. The local staged a nine-day strike in August that interrupted operations at numerous GM assembly plants that use body parts stamped in Lordstown.

Ravenswood scabs overruled

A federal judge in West Virginia has blocked claims by 721 scabs let go after the end of the Steelworkers' strike at Ravenswood Aluminum Corp.

The scabs claimed they were verbally promised job security when they were hired as replacements for the strikers. But their contention was undercut by releases each of them signed when all strikers were returned as part of the June 29, 1992, settlement.

Ravenswood set up preferential hiring lists for the scabs and offered them one month's pay, accumulated vacation and the company's medical benefits contribution for three months. In return, the 721 scabs signed forms releasing all claims against Ravenswood. The judge said those forms were valid and binding.

USWA sets USS/Kobe vote

Two Steelworkers locals reached a tentative agreement with USS/Kobe Steel Co. on a five-and-a-half year contract for more than 2,300 workers.

Larry Lentile, president of USWA Local 1104, said the pact is similar to those negotiated at other plants. Members of Locals 1104 and 2354 will vote on the pact in mid-January.

Mine Workers return with pact

'New era' contract boosts wages, pensions, job security

By James B. Parks

Striking members of the Mine Workers returned to work one day after the rank and file ratified a new five-year contract that provides job security, wage and pension increases and health benefit safeguards.

"With this new agreement we are winning jobs with a future for UMWA members," said union President Richard Trumka. "Our members can go back to the mines with their heads held high, knowing that we beat the odds and won a strong contract that guarantees our right to job opportunities."

Besides establishing long-sought job security provisions, the contract includes a union-sponsored proposal for joint committees to develop and put into effect more cooperative working relationships between labor and management. This Labor Management Positive Change Program heralds "the beginning of a new era in labor-management relations in the coalfields," Trumka said.

The contract also establishes a jointly administered fund to support research intended to increase workplace harmony and improve industry productivity.

The UMWA began selective strikes against the Bituminous Coal Operators Association May 10 over the owners' unfair labor practices. A tentative agreement was announced Dec. 7 and ratification was completed Dec. 15.

"We won as always because of the solidarity of our members," Trumka said. "That solidarity is a hallmark of our union and provided the strength it took to win at the bargaining table."

The major issue for the union was job security for UMWA members, who mainly work in older mines where the supply of coal is being exhausted. The union won a memorandum of understanding that gives union members the right to bid for jobs at a BCOA company's non-union mines.

> *"Solidarity is a hallmark of our union and provided the strength it took to win at the bargaining table."*
>
> **— UMWA President Richard Trumka**

Under the agreement, laid off miners will be entitled to 60 percent of all new jobs created at existing, new or newly acquired coal operations. The terms of the agreement also apply to parent companies and all company subsidiaries and affiliates.

The new contract, approved by more than 65 percent of the eligible members, provides wage increases of $1.30 an hour over the next three years. Members who were on strike will receive a $500 back-to-work bonus and an immediate raise of 50 cents an hour. The 50-cent raise will be retroactive to Feb. 1 for those members who did not strike.

Additional increases of 40 cents an hour will take effect in December 1994 and December 1995. The contract expires Aug. 1, 1998.

The contract establishes a Joint Industry Council to enforce the jobs provisions. Companies are required to publicize all available jobs, provide 60 days' notice of the opening of new mines, and provide a list of all jobs filled by union members.

On health care, UMWA members will receive a $1,000 annual bonus to use for medical deductibles. The union has an option to reopen negotiations for additional wage and pension increases in the fourth and fifth years. Either side may reopen talks on health care in those years or in the event of the enactment of national health care legislation.

Job injury data shows 'law failing'

By Colleen M. O'Neill

A disturbing increase in the number of occupational injuries and illnesses dramatizes the need for reform of the Occupational Safety and Health Act, the AFL-CIO said.

"Our nation's job safety law is failing to protect our workers," noted Peg Seminario, director of the federation's Department of Occupational Safety and Health. "Clearly, there is a need for a revitalized OSHA program and a new commitment to worker safety and health. It is time to pass OSHA reform legislation."

The AFL-CIO has called for passage of legislation pending in Congress — H.R. 1280 and S. 575 — to reform OSHA for the first time since its passage 23 years ago.

The year-to-year increase in workplace injuries and illnesses is the largest since passage of OSHA in 1970, and the overall rate of workers injured or ill is at its highest level in 13 years, according to the data from the Bureau of Labor Statistics.

Joseph A. Dear, the assistant secretary of labor in charge of the Occupational Safety and Health Administration, said the data clearly show the need for change in the law.

"The rise in the annual injury and illness rate . . . validates the fact that our efforts to revitalize OSHA are needed now more than ever," Dear said. "If OSHA is to effectively carry out its mission of saving lives, preventing injuries and protecting the health of American workers, we need to change the way we do business."

A total of 6.8 million injuries and illnesses was reported in private industry workplaces during 1992, occurring at a rate of about nine cases for every 100 equivalent full-time workers.

The rate varied by industry, ranging from 13 injuries and illnesses for every 100 full-time construction workers to three per 100 full-time workers in finance, insurance and real estate, according to results from BLS's 20th annual survey.

The incidence rate of reported injuries and illnesses rose from 8.4 per 100 full-time workers in 1991 to 8.9 cases per 100 workers in 1992.

Of the 6.8 million non-fatal injuries and illnesses, about 6.3 million were injuries that resulted in lost worktime, medical treatment other than first aid, loss of consciousness, restriction of work or motion or transfer to another job.

The remainder were work-related illnesses, the majority of which involved cumulative trauma disorders.

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ILA members pay dearly for labor law loophole

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legislation to ban the use of ''permanent replacements'' for striking workers, Cornette said.

''If we had S. 55, this wouldn't have happened,'' he said. ''A lot of this could have been avoided. Without a Workplace Fairness bill, the tugboat companies were free to bring in scabs and destroy the lives of decent, hard-working rank-and-file members.''

The House of Representatives overwhelmingly passed its version of the legislation, H.R. 5, in July 1991. But S. 55 is stalled in the Senate by a threatened filibuster.

The ability of employers to essentially fire workers by exploiting the current loophole in federal labor law undercuts collective bargaining, Cornette said.

''If we had S. 55, this wouldn't have happened. A lot of this could have been avoided.''

— Albert M. Cornette
ILA Local 333 president

''Our men knew they had to sacrifice,'' he said. ''The company demanded 65 percent in givebacks. We offered 25 percent. They wanted to dismantle the health and pension programs, reduce wages, overtime, holidays and vacations.''

The union held its ground, but the six-year battle had a debilitating effect on the tough men who crewed the tugs.

''They couldn't stand the treatment,'' Cornette said. ''A man working for the same company for 42 years was forced off his job by guard dogs. He thinks, 'after all I have done, that's the way the company treats me.' You have no idea what that has done to our men.''

Five workers committed suicide. More than a dozen have separated or divorced. Several workers lost their homes and had to pull their kids out of school. ''They've suffered,'' said Cornette.

''But, we are still here,'' he noted. ''It's a new beginning. Our average worker is 42 years old. They've been to the mill and survived. They can rebuild.''

Labor resolution: Make 1994 year of health reform

By Colleen M. O'Neill

The AFL-CIO Health Care Committee vowed to seize the moment as congressional action on health care reform becomes a live possibility in 1994.

''This is a battle unions have been leading for 50 years or more,'' AFL-CIO President Lane Kirkland told the committee meeting Dec. 16. ''This is as close as we've ever come to resolving it.''

The committee, chaired by Service Employees President John J. Sweeney, discussed the status of the Clinton administration's Health Security Act and legislative prospects for reform during the second session of the current Congress starting Jan. 25.

Further refinements and improvements are needed in the Clinton legislation, AFL-CIO Employee Benefits Director Gerald M. Shea told committee members.

For example, more specific language is needed on the treatment of part-time workers under the act, he said. Labor also is seeking a ''make-whole'' provision for federal employees — that is, a provision that federal workers would not be asked to pay more than they would have under the current Federal Employees Health Benefit Plan.

The Health Security Act as introduced provides that employees will not be taxed at least until the year 2004 for employer-paid benefits that supplement the core package. But, Shea cautioned, a lot of work will be required to protect that provision, which will be attacked heavily from many different sides.

AFL-CIO Legislative Director Robert M. McGlotten said three committees in the House had been assigned primary responsibility over the legislation: Education and Labor, Energy and Commerce and Ways and Means. Subcommittees within those, he said, also should bear close scrutiny.

Two committees in the Senate have split primary jurisdiction, with Finance responsible for those sections dealing with funding, taxation and the structure of the regional and corporate alliances, and Labor and Human Resources overseeing the employer mandate sections.

The preliminary timetable calls for moving the legislation out of both houses by May.



Bill Burke/Page One Photography

Chuck Hodell of the George Meany Center for Labor Studies briefs participants during a daylong training session on health care reform. The AFL-CIO staff members and representatives of international affiliates were learning how to give a presentation on the Health Security Act.

Health Care Committee members also were briefed on the ongoing activities of the federation's campaign for reform, including two train-the-trainer sessions at the George Meany Center for Labor Studies and state briefings on the legislation scheduled throughout this month.

The AFL-CIO Health Care Task Force has concentrated on education efforts and mobilizing at the grass roots through Legislation Action Committees. John Perkins, the task force director, said that more than 300,000 names of activists had been organized via congressional district, with several mailings planned to members in the districts of the key House and Senate committees.

Perkins noted that the tentative legislative schedule provided a very short window of opportunity for the task force — January through April. Even allowing for the normal slippage on announced congressional timetable, he said, time is still short.

Ad slicks and other materials are being developed for distribution to international unions, said Perkins, who also discussed the potential for a campaign that would include bus signs, placards and paid media.

The committee discussed at length several coalitions working on behalf of health care reform — principally the Health Care Reform Project, of which the AFL-CIO and several affiliates are founding members.

The Health Care Reform Project has endorsed the principles of the Health Security Act, which are similar to the AFL-CIO principles on health care reform, and has pledged to work vigorously to see those principles become reality, said AFSCME President Gerald W. McEntee.

That coalition is working on advertisements to refute the Health Insurance Association of America — the ads in which ''Harry and Louise'' worry about government intrusion in their lives, grossly distorting the contents of the Health Security Act.

Over and above labor's work with coalitions, Kirkland said, ''we need to have a presence of our own. We have to go for whatever it takes.''

To that end, the working staff group of the Health Care Committee scheduled a Jan. 4 session to complete its analysis of the Health Security Act and the campaign to support it.

Labor vows to overturn bias against Wards Cove workers

By James B. Parks

Congress must act to provide justice for some 2,000 Asian Pacific American and Native Alaskan workers who were specifically exempted from the 1991 Civil Rights Act, union civil rights leaders said.

The U.S. Court of Appeals for the Ninth Circuit in a Dec. 9 ruling upheld the exemption as constitutional. That ruling ''compounds the already severe injury done to the due process and equal protection rights of these workers,'' AFL-CIO Civil Rights Director Richard Womack said.

Womack decried the ''special interest lobbying'' that led Congress to accept the exemption and vowed that ''we shall continue to press for passage of the Justice for Wards Cove Workers Act.''

The bills, H.R. 1172 and S. 1037, are still in committee. No hearings have been scheduled.

''Congress must correct the grave injustice it committed when it excluded these workers, and these workers alone, from the protections of the Civil Rights Act of 1991,'' said Matt Finucane, executive director of the Asian Pacific American Labor Alliance.

The case, Antonio vs. Wards Cove Packing Co., began in 1974 when Asian Pacific American and Native Alaskan workers at Alaska canneries operated by Wards Cove, Bumble Bee Seafoods and Columbia Wards Fisheries, filed suit claiming the companies discriminated against minorities in the hiring of skilled workers and maintained segregated housing for employees.

In 1989, the case reached the U.S. Supreme Court, which, in a sharply divided opinion, reversed years of legal precedent and shifted the ultimate burden of proof of discrimination onto the victims. The court also said that racial imbalance in one segment of the work force does not, alone, establish a prima facie case of the disparate impact of employment practices.

The Civil Rights Act of 1991 reversed these standards, but a political compromise on Capitol Hill included a specific exemption for the Wards Cove case itself.

Before President Bush signed the 1991 act, a federal district court judge dismissed the case, ruling that the workers failed to prove that any of the company's hiring practices caused a disparate impact on them.

The appeals court upheld the lower court ruling as it relates to the practices of subjective hiring criteria, nepotism and messing arrangements. But, in a victory for the workers, the appeals court ordered new hearings on several other claims including separate hiring channels, race labeling and segregated housing.

More than 3,000 hospital workers gain unions

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''Nurses had lost trust in the hospital and the anti-union campaign only heightened the sense of distrust that the nurses felt for management,'' said Tammie Wrench, an RN and member of the organizing committee.

The RNs join some 500 service and maintenance workers at Crouse-Irving who are members of SEIU Local 200B.

Joining in the Rhode Island Hospital campaign were members of IBT Locals 251 and the Hotel Employees and Restaurant Employees in Providence; IBT Local 25 in Boston; the Laundry Workers in the New England region; and the Rhode Island AFL-CIO. Trade union volunteers staffed a phone bank and met with hospital workers at their homes.

IBT President Ron Carey said the victory was a good example of ''worker-to-worker organizing,'' with Teamsters throughout the community involved in the campaign. ''Teamster members volunteered their time to talk about what the union means to them,'' he said. ''Worker involvement is the only way these days to overcome management tactics and government delays.''

The hospital, like many others across the country, sought to blunt the 1991 NLRB ruling setting out eight appropriate bargaining units for hospital worker elections. It tried to stall the election drive by disputing the make-up of the bargaining units — in one case, the hospital tried to have student nurses included in the bargaining unit.

But the NLRB also contributed to the delay, the IBT charged, by giving further review to the hospital's unit composition charge; by sitting on the unit determination decision for five weeks before sending the matter onto the national office; and, finally, by losing all documents and requiring the unions to refile.

Carey stressed that ''it took tremendous courage and determination for these workers to overcome both management's anti-union campaign and the inexcusable delays on the part of our government.''

The campaign also was centered on building community support, including rallies, church services, vigils and other events.

The organizing effort among LPNs and technicians began just about a year ago, first sparked by a 400 percent increase in health insurance costs the hospital sought to impose.

But the campaign was fueled by the strong drive for a greater voice in decision making, and the fight to build an independent organization within the hospital, said Libby Devlin, the AFT national representative who worked on the campaign.

The view that ''management can do whatever it wants, whenever it wants'' didn't wear off, she said, adding, ''people were ready to organize.''

Also joining the Rhode Island hospital campaign were some recent graduates of the AFL-CIO Organizing Institute: Lea Grundy, Dave Dietzler and Vanessa Surowicki.

ORGANIZING

Metal Trades win in Norfolk

Workers at the Norfolk Naval Shipyard in Portsmouth, Va., voted for representation by the Tidewater, Va., Metal Trades Council over an unaffiliated union in a run-off election.

Workers voted in the MTC by a 1505-1352 count in the election, supervised by the Federal Labor Relations Authority. The organizing committee made a record 2,400 house calls and also used radio and television ads to counter efforts against the union.

It was the second major organizing victory for the Metal Trades in recent months, following a win at the Avondale Shipyard in New Orleans, which ran a bitter anti-union campaign.

That election, covering some 5,000 workers, is pending certification by the National Labor Relations Board following an appeal by the shipyard.

USWA gains water workers

In two separate elections, workers at the Massachusetts Water Resources Authority in Boston voted for representation by the Steelworkers.

Clerical and support workers voted in the USWA by a 182-34 margin and administrative and professional staff voted 101-85 for USWA representation. The elections were supervised by the Labor Guild of Boston.

Key issues in the campaign were unequal treatment, job security, wage parity and the need for a grievance and arbitration process.

IBT takes on K mart

The Teamsters will file objections with the National Labor Relations Board in the wake of an organizing loss at a K mart distribution center in Newnan, Ga.

K mart workers were threatened with pay cuts, loss of retirement benefits and job loss if they voted for union representation, the union said. The K mart workers voted 329-210 against representation, with 38 challenged ballots.

IBT recently took K mart to court, charging that the discount store spied on unionized workers at a K mart facility in Manteno, Ill., following union supporters into their homes.

K mart traditionally has resisted unionization, but recent successes have been reported not only by the IBT and by the Clothing and Textile Workers, which organized a distribution center in Greensboro, N.C.

CIWA adds new program

Members of the California Immigrant Workers Association can now take courses in English as a Second Language through a joint program with Los Angeles City College.

''The program is only for CIWA members and is tailored toward making participants communicate better in the workplace,'' said CIWA Executive Director Jose DePaz.

The program enhances the union organizing utility of CIWA, which conducts training and informational sessions for unions in Southern California. The message of the program, DePaz said, is ''the only real measure of progress is the size of paycheck and the way it improves is through collective bargaining.''



Bill Burke/Page One Photography

AFL-CIO Frontlash Director Cheryl Graeve and other Toycott supporters talk to customers and the media in front of the Toys R Us in Wheaton, Md., about human and workers rights violations by Chinese toymakers. At left is a list of some political prisoners held in China.

Mattel Toys hires union janitors

Mattel Toys Inc. joined the Justice for Janitors parade, agreeing to hire a unionized janitorial company to clean its headquarters in El Segundo, Calif.

Mattel is one of three corporations singled out in the Service Employees campaign to gain union contracts for janitors. After months of demonstrations and corporate campaigning, SEIU Local 399 in October convinced Toyota Motor Sales Corp. and Hughes Aircraft to hire union contractors.

The concerted ''public awareness campaign'' sought to publicize the poor wages and working conditions of the janitors who work in the three companies' buildings, said Local 399 organizer Jono Shaffer.

The union also filed unfair labor practice charges and wage and hour complaints against the cleaning company, Advance Building Maintenance, which finally agreed to sign Local 399's master contract that covers some 7,000 cleaning service workers in the Los Angeles area. That agreement added about 400 Advance workers assigned to clean Toyota's corporate headquarters in Torrance and Hughes facilities in Canoga Park and El Segundo.

But Mattel canceled its contract with Advance when the company became unionized and contracted with a non-union janitorial firm, said Shaffer.

The union then collected 1,000 letters from other unions, community organizations and individuals protesting the toy manufacturer's actions over the holidays. After mid-November meetings with union officials, Mattel agreed to cancel the contract with the non-union cleaning firm and rehired Advance.

The union officially called off the campaign against Mattel Nov. 22. About 20 Advance janitors work at Mattel's headquarters.

Michelin products placed on boycott list

Michelin Tire Co. products have been placed on the AFL-CIO's national boycott list at the request of the Rubber Workers.

The union's executive board called for the boycott in response to the company's attempts to run away from contracts covering about 5,500 employees at four plants of its American subsidiary in Opelika and Tuscaloosa, Ala., Fort Wayne, Ind., and Kitchner, Ont.

The URW noted that Michelin intruded into the collective bargaining relationship of its American subsidiary. The company made threats of job loss and insisted on a number of work rule changes — including a requirement that all employees rotate through all shifts.

Employees were subject to mass meetings, supervisor one-on-one confrontations and short, arbitrary deadlines requiring immediate action to avoid job loss, the URW said.

Michelin has eight other plants in the United States and Canada that are non-union, the URW said, but has unionized facilities in Europe, Latin America and Asia.

The company recently has expanded operations in its non-union plants, the URW said.

Union-made tires that may be purchased as alternatives to Michelin include Uniroyal, Goodyear, Firestone, Bridgestone, General, Armstrong, BFGoodrich, Kelly-Springfield, Dunlop, Pirelli and Mohawk.

United Airline unions clear buyout hurdle

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various pilots' homes, said Captain Jim Hanson, communications chairman of the United MEC. An MEC vote likely would be held in late January.

A mailing with details of the package already has been sent to United pilots, he added.

The Flight Attendants, which had dropped out of the coalition to protest United's plans to cut attendant jobs by opening bases overseas, is studying the package and will make a determination whether to rejoin the coalition next month.

Acceptance of the deal by the United board came after eight years of up-and-down negotiations. The latest talks were propelled by fear of job cuts and shutdowns, the IAM said.

IAM vice president John Peterpaul called the proposal "highly innovative" and predicted that "United employees will now have the power to chart their own destiny and protect their jobs."

President Ken Thiede of IAM District 141 said union members were looking forward to the job of building the future. "Innovative and responsible management, coupled with a work force that literally owns the company, is a combination that will be hard to beat," he said.

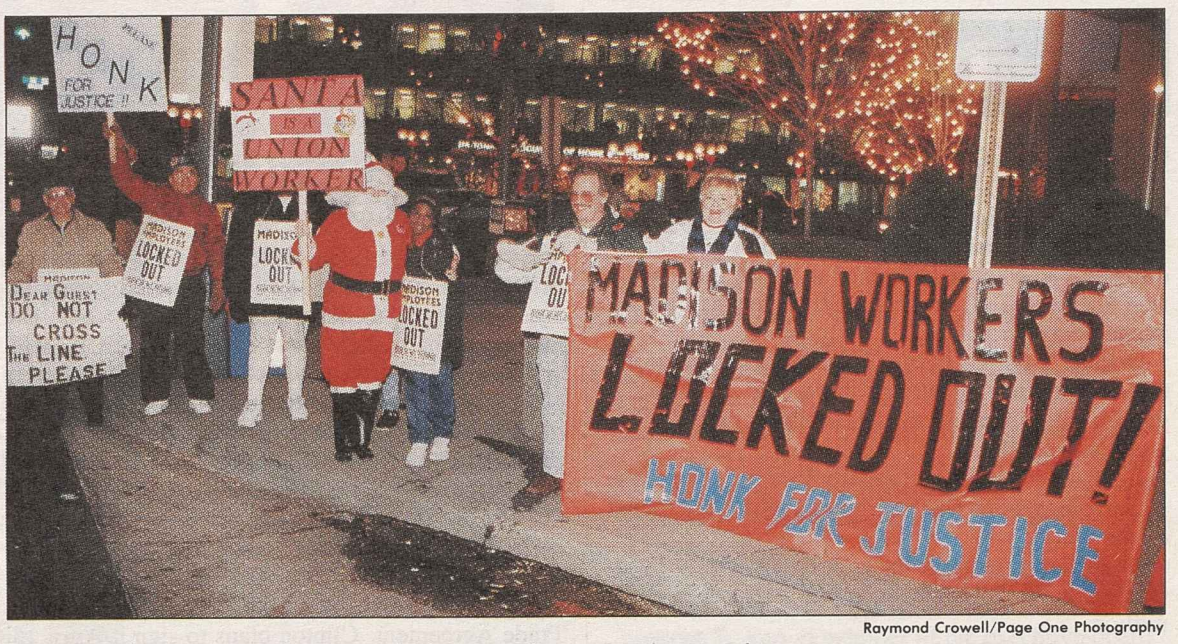
In other airline developments:

- A Department of Transportation administrative law judge has ruled for the second time that Frank Lorenzo be denied certification to operate a new carrier, ATX Inc.

ALJ Robert L. Barton made the same recommendation last fall, but DOT officials ruled that hearings must be held before a determination could be issued. Both the IAM and ALPA testified that Lorenzo's petition should be denied on the basis of his failed track record with three other airlines, Eastern, Texas Air and Continental.

Barton repeated his findings that Lorenzo failed to demonstrate "adequate managerial skills and technical ability" and had not shown a "disposition to comply" with federal aviation regulations.

The ALJ ruling is subject to final review by Transportation Secretary Federico Pena.



Raymond Crowell/Page One Photography

Santa joined the picket line days before Madison Hotel agreed to contract.

Noisy solidarity brings hotel around

By Muriel H. Cooper

Armed with a solid shield of solidarity and new approaches to solve old problems, members of the Hotel Employees and Restaurant Employees Local 25 won a new three-year contract with the Madison Hotel in Washington, D.C.

The contract, which will give the workers the same wages and benefits as competing hotels in the area, came after a bitter struggle with the hotel's management during a six-week lockout.

The 138 unionists waged a noisy campaign outside the main entrance of the landmark hotel, greeting patrons and urging them not to patronize the hotel.

"We had a loud picket line seven days a week," said local President Ron Richardson. "It had a real effect on the hotel. We were able to disturb the guests. You aren't going to pay $200 a night to be uncomfortable."

Among the VIPs who refused to stay in the hotel because of the contract dispute were U.S. Secretary of Energy Hazel O'Leary and Olympic gold medalist Florence Griffith-Joyner.

In retaliation, the hotel literally turned up the volume as managers blared big band and Christmas music out onto the street from speakers placed above the sidewalk. When the weather turned cold, the hotel turned off the outside heaters leaving the workers to walk in the cold.

Community, religious and other union groups picketed with the workers and donated food and toys for their children during the holiday season. In contrast, hotel owner Marshall Coyne blasted the workers, calling them "illiterate."

When the contract expired in mid-September, the multimillionaire Coyne demanded several concessions, including pay reductions when workers were forced to work part time. The workers began a "walk and work" tactic in an effort to force a contract agreement.

Coyne locked out the workers Dec. 14, bringing in temporary scabs. Coyne said the workers "didn't understand anything" and Richardson accused him of "racist remarks. . . The workers made him a fortune. They understand more than he does."

Richardson said it was the third time in two years that the "noisy picketline has been successful in preserving past contract gains in District hotels."

The HERE local, like the Service Employees Justice for Janitors campaign and the Industrial Union Department's corporate campaigns, has resorted more to innovative and untraditional methods to force recalcitrant managements to bargain.

1930s labor law not up to the '90s, Dunlop panel told

By Rex Hardesty

Current U.S. labor law is so badly out of touch that it doesn't even define "employer" properly for 1990s conditions, two AFL-CIO vice presidents told the Commission on the Future of Worker-Management Relations.

In too many cases, labor witnesses testified Dec. 15, the law defines the person who really calls the shots in the workplace a "neutral" with whom employees are not allowed to deal. Or worse, the law intervenes against workers, restraining actions against the actual owner as a "secondary boycott" or otherwise illegal.

President John J. Sweeney of the Service Employees said the National Labor Relations Act was written for the 1930s world of a stable, production-oriented work force employed at a fixed location for one employer. That is not the world of the 1990s with a large and growing contingent work force, temp agencies, service contractors and employee leasing, he noted.

Construction has the same problems. "The construction industry is the prototype of the contingent work force that in recent years has infected other industries," said Robert A. Georgine of the AFL-CIO Building and Construction Trades Department. Of the 1.9 million construction establishments, 73 percent consist of only the owner and another 430,000 have fewer than 10 employees.

But the severe problems have come, Georgine said, with the more recent phenomenon of double-breasting, when employers form a separate, non-union company to wire around their responsibility to the community and their commitment to the union work force. "The election procedures of the NLRA simply do not work in the construction industry," he said.

A law written for a stable, production-oriented work force employed at a fixed location for one employer does not work with a growing contingent work force, temp agencies, service contractors and employee leasing.

Both urged the commission, chaired by former secretary of labor John T. Dunlop of Harvard, to address what Sweeney termed the "relative powerlessness of workers" in its recommendations for congressional action. Or else the federal government should just get out, Sweeney said, because "it would be better to urge that the basic laws governing industrial conflict be repealed so that workers could at least follow paths of self-help now denied them."

AFT President Albert Shanker and Karen Nussbaum, director of the Labor Department's Women's Bureau, also testified at the Dec. 15 hearing. Nussbaum is a Clinton appointee who previously headed SEIU's District 925.

The next full meetings of the commission are Jan. 19 and Feb. 24, with panels of three commissioners also continuing field hearings in Boston Jan. 5, Atlanta Jan. 11, San Jose, Calif., Jan. 20 and Houston Feb. 11. The Boston session will hear from the Industrial Relations Research Association.

Management representatives from the Chamber of Commerce, National Federation of Independent Businesses and the Business Roundtable also testified Dec. 15. They continued management's previous call to the commission for less federal regulation of employers, but with a much sharper "unions aren't necessary" animus from the Chamber and the NFIB. Milder, more reasonable testimony was delivered earlier by the National Association of Manufacturers and other groups.

Diane Orlowski, co-owner of a Connecticut tube and coil company with 18 employees, told the commission of problems in complying with federal tax and pension requirements and said it should not be mandatory for employers to have workplace committees on employee safety and health.

Sweeney described building service employees in his home local in New York City as not being dependent on government programs in the areas of health care, education or wage-hour enforcement because they have a union that handles their needs through arrangements in the private sector.

But, Sweeney said, such unions cannot be built under the laws of today, citing Washington, D.C., janitors dependent on food stamps, Medicaid and rent subsidies. Some of them work for Executive Building Maintenance, a "vehemently anti-union cleaning contractor that uses many of these disgusting tactics at the building that houses the offices of the National Mediation Board and some offices of the NLRB."

In arguing that workers need a voice on the job, Georgine cited the success in the unionized sector of the construction industry with joint labor-management safety committees that dramatically reduce lost work days, compared with the non-union sector.

ECONOMY

DATA

Trade deficit ballooning

The U.S. foreign trade performance deteriorated throughout most of 1993 as the country's merchandise trade imbalance ballooned to $98 billion in the first 10 months of the year, $30 billion worse than in the year-ago period.

October's deficit of $10.5 billion was within the three-month moving average that would put the trade gap for all of 1993 in the $120 billion range — the worst since 1988.

Commerce Department data for October showed the U.S. trade position eroding in just about every region of the world:

- In North America, the U.S. deficit widened with Canada to $1.2 billion and with Mexico to $390 million.
- In the Pacific Rim, record-high deficits surged to $6.1 billion with Japan and to $2.7 billion with China.
- With Western Europe, the deficit worsened to $167 million from a $75 million shortfall a year-ago.

Both exports and imports edged up in October. Overall, exports totaled $40.1 billion and imports were at $50.6 billion, to cause the $10.5 billion shortfall.

Before seasonal adjustment, imports of manufactured goods amounted to $44.6 billion while exports totaled $32.4 billion for a deficit of $12.2 billion.

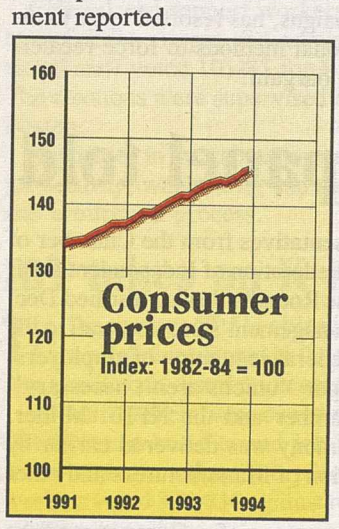
The Commerce Department said the change in imports reflected increases in industrial supplies and materials of $300 million; vehicles, parts and engines, up $200 million and capital goods, up $200 million.

Export increases were in capital goods, up $600 million; vehicles, parts and engines, up $400 million; industrial supplies and materials, up $300 million.

The United States ran a $2.6 billion surplus in advanced technology products with exports of $9.8 billion and imports of $7.2 billion.

Inflation rate abating

The Consumer Price Index (CPI) rose a modest 0.2 percent in November as falling energy costs largely offset price increases in other areas, the Labor Department reported.



The department said workers' average earnings, adjusted for inflation, rose 0.3 percent in November. The rise stemmed from 0.3 percent increase in average weekly hours, coupled with a 0.2 percent rise in average hourly earnings. These gains were partly offset by a 0.1 percent increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W).

In the 12 months ending in November, workers' average real earnings were unchanged.

Grocery store food prices, led by a sharp increase in fresh vegetable prices, rose 0.5 percent in November, while the CPI transportation component rose 0.2 percent.

The price of gasoline, which had registered its first increase in eight months in October, fell 1.8 percent in November. This decrease brought gasoline prices to a level 4.3 percent below a year earlier. Used car prices continued to increase, and airline fares jumped 4.1 percent.

Housing costs edged up 0.1 percent, held down by declining charges for household fuels.

Medical care costs, departing from their usual pattern of large increases, rose 0.2 percent. This put November medical costs 5.5 percent above a year earlier — double the overall rate of inflation, but far less than the flaming inflation of annual rates in double figures of the previous decade.

A market basket of goods and services that cost $10 in the 1982-84 base period has increased 45 percent and was priced at $14.58 in November 1993.

GATT 'may harm workers'

Lost jobs, worker rights issues primary concerns

The proposed revision of the General Agreement on Tariffs and Trade (GATT) appears to "offer little, if anything, to the world's working people and may in fact harm their interests," the AFL-CIO said.

The so-called Uruguay Round of GATT began in 1986 as the seventh round of international trade talks by 118 nations aimed at broadening the original postwar trade agreement. This round was concluded in Geneva by the Dec. 15 deadline set by the United States for "fast-track" authority.

Under fast track, Congress must decide on the agreement by simple yes-or-no votes, without changes, the same as with the North American Free Trade Agreement. Clinton plans to sign it April 15, after which Congress must act within 90 days.

"While the U.S. Trade Representative attempted to improve the U.S. position in this negotiation, it appears that effort was not sufficient to the task of achieving fairness and equity for this country's international trading relationships," the AFL-CIO said in its statement.

Among the federation's concerns, based on available information, was the potential loss of nearly 1.5 million jobs in the textile and apparel industries as a result of "the rapid phasing out of the Multi-Fiber Arrangement" limiting imports from Third World nations.

"Further, we are concerned that the agreement will substantially weaken the effectiveness of U.S. antidumping and anti-subsidy laws and effectively eliminate the ability of the United States to take action under Section 301 of the Trade Act," the AFL-CIO said.

The federation warned about "the potential surrender of U.S. sovereignty — and particularly the right of Americans to make democratic decisions on a wide range of public issues — to a new international bureaucracy or 'super-authority.'" The revised GATT would create a Multilateral Trade Organization with broad powers to interpret and enforce GATT rules over the objections of individual member nations.

"Sadly, we know that the Uruguay Round did nothing to address the cruelest and most prevalent trade subsidy of all — the suppression of human and worker rights by governments seeking a low-wage, low-standard 'comparative advantage' on the world market," the federation said.

"Even proposals to create a process for studying the inclusion of basic, internationally recognized worker rights in GATT have been stalled by those who wish to keep the benefits of world trade as the private preserve of the privileged few," it added.

"A strong social clause in GATT," it said, "is the only practical way of ensuring that governments respect the rights of their citizens if they want to enjoy the benefits of the world trading system."

International labor organizations have long advocated social clauses in trade agreements, contending that an unfair labor practice is an unfair trade practice and violating nations should be punished as they are for other unfair trade practices.

The AFL-CIO urged the Clinton administration to "move decisively" towards its stated goal of "a post-Uruguay Round discussion of a social dimension in GATT."

Clothing and Textile Workers President Jack Sheinkman said ACTWU will oppose the new GATT. "By failing to protect workers' rights and through the phase out of the Multi-Fiber Arrangement, the U.S. government has agreed to a proposal which will shift textile and apparel production worldwide to countries that oppress and exploit workers," he said.

"This GATT will compound the damage done by NAFTA and will cost U.S. workers jobs by the hundreds of thousands," Sheinkman continued. "A disproportionate number of workers who will be affected are women and minorities."

Unlike the NAFTA debate, when U.S. companies almost unanimously lined up in favor of the agreement, several trade associations expressed opposition to the GATT. Among these were the Specialty Steel Industry of the United States, which stated that some 35,000 U.S. jobs are at stake because of the weakening of U.S. trade laws against dumping and subsidies.

The Economic Policy Institute also criticized the draft agreement, saying it would limit the United States' ability to revitalize its auto and other manufacturing sectors.

New GATT provisions banning local content requirements and virtually eliminating restrictions on imports "will invite a new wave of Japanese imports and investment (in auto transplants) over the coming years," EPI said.

Nearly all the nation's major environmental organizations have criticized the new GATT as a threat to U.S. laws protecting health, food safety, wildlife and the environment. Some of these environmental groups supported NAFTA.

Study: New Bell rules may create jobs

Eliminating line-of-business (LOB) restrictions on the seven regional Bell companies would create 3.6 million relatively high-paying jobs over the next 10 years, an Economic Policy Institute study shows.

More than half of these new jobs are blue-collar and would go to non-college educated workers — 75 percent of the labor force — said EPI economists Jared Bernstein and Lawrence Mishel. The study builds on an earlier analysis by the WEFA Group, a major econometric forecasting firm.

Lifting the LOB restrictions and other regulatory barriers that limit or prohibit competition among communications markets would allow Bell companies to enter sectors of the market currently closed to them, leading to more competition and lower costs to consumers, the study said.

These market sectors include long-distance telephone service, manufacturing telecommunications equipment and in-region cable television programming.

The LOB restrictions stem from both the 1984 Cable Act and the 1982 court decree known as the Modification of Final Judgment that created the seven regional operating companies. Legislation to lift these restrictions is pending in Congress.

The EPI study, "Good Jobs at Good Wages: The Characteristics of Jobs Created by Lifting Line-of-Business Restrictions in Telecommunications," included these findings:

- The average level of hourly wages and benefits of the new LOB jobs is $11.94, about 7 percent higher than that of the average job in 1993. Nearly 1.1 million of the 3.6 million new jobs pay $13.47 an hour.
- Jobs created would favor such blue-collar workers as metal workers, mechanics, machine operators, factory workers and construction workers. Well-paid blue-collar employment would expand by a 6.7 percentage point share of the work force, reversing the current trend toward low-wage service jobs.
- The new jobs would favor those with high school degrees or less — those workers whose real wages have declined the most over the past two decades. Nearly 52 percent of these jobs, or 1.9 million, would go to these workers.
- The new jobs are more likely to be full-time union jobs — with more than a half-million of them in unionized sectors — than the jobs currently being created.

Under the persistence of confusing and highly bureaucratic U.S. telecommunications policy, nonunion companies have been gaining an unfair competitive edge by using low-wage labor.

"The time to apply the rules of competition equitably to all providers arrived long ago," the recent AFL-CIO convention said in a resolution on telecommunications policy. The resolution urged the Clinton administration, Congress and the Federal Communications Commission to develop and support policies that:

- Encourage a unionized, high-skill, high-wage information industry work force.
- Permit local telephone companies to participate fully in all aspects of cable TV.

— Press Associates

NEWSMAKERS

John Meese has been elected president of the AFL-CIO Metal Trades Department, succeeding **Paul Burnsky,** who is retiring after 22 years. Meese, like Burnsky a member of the Machinists, has been IAM Government Employees Coordinator since 1971. Burnsky, who became the IAM's first organizing director in 1970, was elected MTD president in 1971.

Laborers' President **Arthur A. Coia** has named **Michael D. Boggs** to direct the union's international affairs, a new position. Boggs, who assumed the post Jan. 1, has been general secretary of the International Federation of Chemical, Energy and General Workers' Union, an international trade secretariat. Before joining the ICEF, Boggs served as the assistant director of the AFL-CIO International Affairs Department and as Deputy U.S. Worker Delegate to the International Labor Organization.

Teamsters President **Ron Carey** named **Judith A. Scott,** previously his executive assistant, to be the union's general counsel. The union's former general counsel law firm, Cohen, Weiss, and Simon, now will serve as special counsel to the IBT.

Two IBT vice presidents elected as part of the Carey slate in 1991 also were named to new positions. **Aaron Belk** will replace Scott as Carey's executive assistant, while **Dennis Skelton,** a former driver for Yellow Freight in St. Louis, will be IBT's national freight director.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, has filed a petition to become the representative plaintiff in the landmark class action asbestos settlement. Georgine would replace retired Sheet Metal Workers President **Edward J. Carlough** in the current case, Carlough vs. Amchem. **Ronald L. Motley,** one of the three court-appointed attorneys in the case, saluted Carlough for his "commitment to ending asbestos gridlock." The pending settlement would allow workers who have been exposed to asbestos on the job to share in the $1 billion proposed settlement.



Burnsky



Meese

DEATHS

Former Teamsters President **Dave Beck** died Dec. 26 in a Seattle hospital. He was 99.

Beck, who was the last surviving member of the AFL Executive Council at the time of the merger with the CIO in 1955, rose from laundry truck driver to lead the IBT from 1952 to 1957, when he was convicted on tax charges and served 30 months in jail before being paroled in 1964.

Born in Scotland, Beck was brought to Seattle when he was four and served in World War I. He was elected secretary-treasurer of his local in 1924 and hired as a Teamster organizer the next year. Twelve years later, he created the Western Conference of Teamsters.

He is survived by his son, Dave Jr., three nephews and one niece.

Robert Ransom, the first president of the United Teachers of Los Angeles/AFT died in a Hollywood hospital following a long illness. He was 77.

Ransom was elected president of the Associated Classroom Teachers of Los Angeles in the late 1960s, and became the first president of UTLA when ACTLA and several other teachers' unions merged in 1970.

He is survived by his wife of 51 years, Grace Niven Ransom, three children and two grandchildren.

E.R. "Buzz" Busselle, managing editor of the Pacific Northwest's Union Register for more than 21 years, died at age 89.

Busselle began his career as an editor and columnist for the Everett (Wash.) News and labor editor for the now-defunct Seattle Daily Star. He also served as chairman of The Newspaper Guild's chapter before he retired in 1969.

He is survived by his wife, Betty, three children, 11 grandchildren and eight great-grandchildren.

Vincent T. Foo, a member of the executive board of the Service Employees, died of cancer at age 67.

Foo, who was born in Scotland and grew up in Guyana, worked for the Montgomery County, Md., school board as an audio-visual technician in 1970, when he became the first full-time president of a local union of school system support workers. Foo served on a variety of union and COPE boards in the Maryland-D.C. area before retiring as SEIU local president in 1990.

He is survived by Nelly Foo, his wife of 46 years, and three children.

LABOR STUDIES

The George Meany Center for Labor Studies will offer 17 workshops during January and February. The schedule:

Arbitration in the Federal Sector (Jan. 9-14) — A workshop presents mock cases before professional arbitrators experienced in the federal sector.

Advanced Bargaining Skills and Strategies (Jan. 9-14) — This program seeks to increase bargaining power internally at the workplace and externally in the community and marketplace.

Newswriting and Editing for Union Publications (Jan. 9-14) — Classes are held on layout and design, laws for union editors, photo-editing, headlines and newswriting.

Certified Employee Benefit Specialist Programs III & IX (Jan. 10-14) — Courses on retirement plans and Employee Benefit Plans and the Economy, respectively, as part of 10 courses in the CEBS program.

Service Contract Act: Collective Bargaining and Organizing (Jan. 18-21) — This workshop reviews the law that covers private-sector workers providing services to the federal government.

Standards of Discipline and Discharge in Arbitration (Jan. 23-28) — An advanced institute explores just cause, standards for arbitrators, investigation procedures and standards of proof.

Contract Negotiations: Private Sector (Jan. 23-28) — A workshop on bargaining tactics, role of the chief negotiators, and preparation and design of initial and counterproposals.

Organizing Techniques I (Jan. 23-28) — A review of key elements of an organizing campaign, including targeting, house calls, picking winning issues and developing plant committees.

Unions and the Legislative Process (Jan. 23-28) — This course helps union representatives function more effectively in the legislative process at all levels of government, particularly the national.

College Degree Program (Jan. 29-Feb. 4) — Students remain in residence at the George Meany Center while working on a Bachelor of Arts Degree from Antioch University.

Arbitration: Preparation and Presentation (Feb. 6-11) — A workshop presenting mock cases before professional arbitrators. Sessions will be videotaped.

Contract Negotiations and the Law (Feb. 6-11) — A workshop for individuals who negotiate collective bargaining agreements to familiarize themselves with the legal issues in bargaining.

Contract Negotiations in the Construction Industry (Feb. 13-18) — An institute to improve bargaining skills of union leaders in this increasingly complicated industry.

Negotiation for Employee Benefits (Feb. 13-18) — Benefit programs such as pension, health insurance, dental, life and disability are discussed with a review of bargaining trends and the latest bargaining strategies.

Dimensions of Leadership (Feb. 27-March 4) — This program looks at ethical dimensions of decision making, effective self-management, leadership styles, administrative responsibilities, conflict resolution and attributes of effective leaders.

Labor Relations in the Federal Sector — (Feb. 28-March 4) — An institute on collective bargaining, grievance handling and arbitration and union building in the federal sector.

For more information, write or telephone the Registration Office, George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-5422. FAX 301/434-0371.

CONVENTION CALENDAR

This is a list of conventions and conferences scheduled for 1994 by the AFL-CIO, affiliated unions, state and local AFL-CIOs and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
Feb. 28 - March 2	Louisiana	Baton Rouge
April 11-15	ILWU	Los Angeles
April 22-23	Puerto Rico	San Juan
April 26-29	Pennsylvania	Pittsburgh
May 5-6	North Dakota	Minot
May 16-18	Mississippi	Jackson
June 7-9	Ohio	Cleveland
June 9-11	South Dakota	Deadwood
June 13-15	CWA	Detroit
June 13-16	Idaho	Post Falls
June 19-21	Nevada	Las Vegas
June 23-25	Montana	Great Falls
July 11-15	Maintenance of Way Employees	Detroit
July 15-20	AFT	Anaheim
July 17-22	IFPTE	San Jose
July 18-22	Stove & Furnace Workers	New Orleans
July 18-22	Railroad Signalmen	Las Vegas
July 20-26	Bakery, Confectionery & Tobacco	Las Vegas
July 24-29	California	Sacramento
July 26-31	School Administrators	St. Thomas
July 28-30	Virginia	Williamsburg
Aug. 1-5	Plasterers	Las Vegas
Aug. 14-19	Postal Workers	Detroit
Aug. 15-19	Government Employees	Chicago
Aug. 22-26	Fire Fighters	Detroit
Aug. 22-26	OCAW	San Francisco
Aug. 22-26	Sheet Metal Workers	Pittsburgh
Aug. 22-26	Painters	Washington, D.C.
Aug. 29-Sept. 2	Steelworkers	Las Vegas
Sept. 12-14	Illinois	Chicago
Sept. 21-23	Connecticut	Hartford
Sept. 22-23	North Carolina	Raleigh
Sept. 26-28	Minnesota	Duluth
Oct. 10-13	Wisconsin	Milwaukee
Oct. 30 - Nov. 4	Chemical Workers	Las Vegas
AFL-CIO Meetings		
Feb. 21-24	AFL-CIO Executive Council	Bal Harbour, Fla.
March 23-24	Secretary-Treasurers Conference	Indianapolis
March 25-28	Union Industries Show	Indianapolis
April 17-21	Civil Rights Institute	Silver Spring, Md.
June 9-12	APRI Education Conference	New Orleans
July 14-21	Community Services Conference	San Francisco
July 31-Aug.7	LCLAA Membership Meeting	San Jose
August 9-10	AFL-CIO Executive Council	Chicago

Unions press worker rights test of NAFTA

By James B. Parks

Honeywell and General Electric workers throughout North America have launched a coordinated campaign to reverse the firings of 31 Mexican workers for union activity.

The firings came at two maquiladora plants within days of approval by the U.S. Congress of the North American Free Trade Agreement.

"President Clinton and NAFTA supporters in Congress told the American people that workers' rights would be protected on both sides of the border," said Teamsters President Ron Carey. "These firings provide the first test of whether that is true."

Six of 11 workers fired at GE's Compania Armadora motors plant in Juarez were reinstated Dec. 22 after the IBT and the unaffiliated United Electrical Workers vigorously protested the actions. "These reinstatements by GE should be applauded, but they don't go far enough," Carey said. "GE and Honeywell both should reinstate all the fired workers."

Ten of the GE workers were fired within weeks of a Nov. 6 meeting in Juarez with UE members. The five who were not reinstated were "really key union supporters," said Robin Alexander, UE's director of international affairs. Three of the five have appealed their firings to the Juarez Labor Conciliation Board, a government-run arbitration panel.

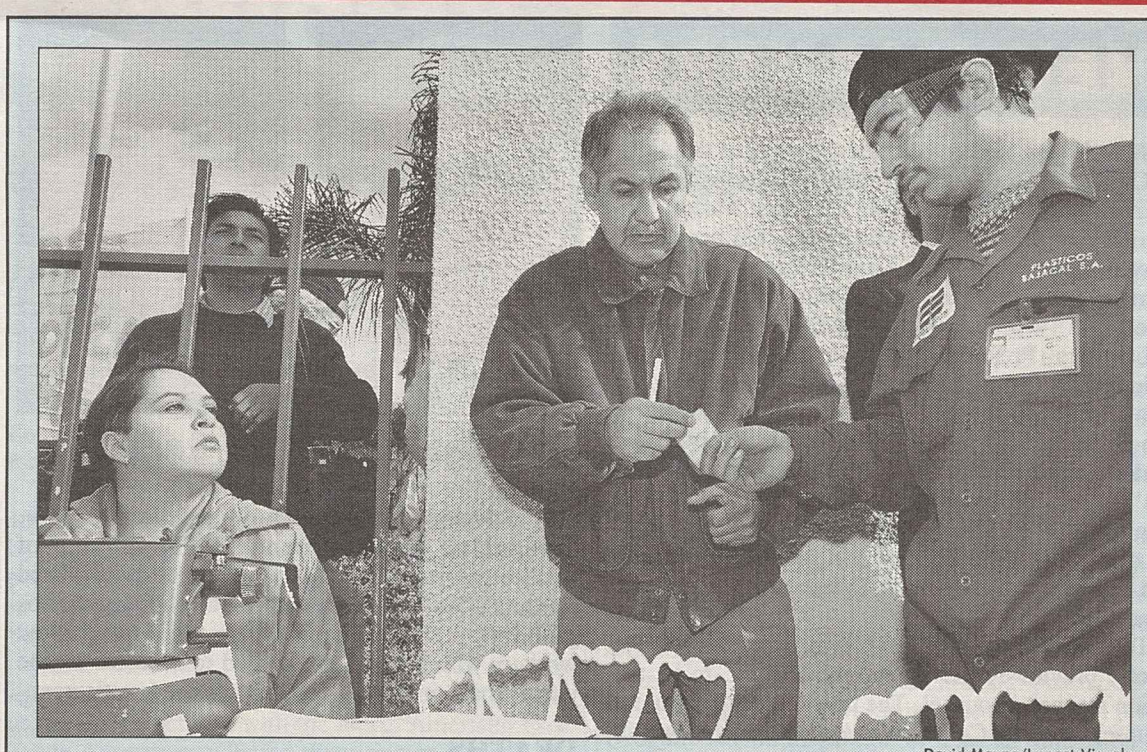
There has been no response from Honeywell on the status of the 20 female workers fired at its Chihuahua plant.

All of the 31 workers supported organizing drives at their plants by the Authentic Labor Front (FAT), an unaffiliated Mexican labor federation.

The IBT and UE both represent Honeywell workers in the United States.

Besides providing monthly financial assistance to the fired workers' families, the two unions plan to raise the issue of labor rights during 1994 negotiations with GE, Alexander said.

In addition, IBT members in Minnesota and Canadian Auto Workers in Toronto conducted leafleting campaigns on behalf of the workers.



David Maung/Impact Visuals

Public election at Plastico plant was monitored by company managers.

Deck stacked against maquila workers

A union election fiasco at an infamous Tijuana maquiladora plant demonstrates how far Mexico must go to ensure workers' rights.

A Dec. 16 election at the Plastico Baja Cal plant was an attempt by workers to replace a hand-picked company union, CROM, with the independent COR union.

In contrast to secret union votes in the United States, the workers in the plant were required to state their choice aloud to government representatives and to sign a written affirmation of their vote.

They were escorted to the voting table by some 30 officials of CROM. Company managers observed the election from behind a fence and recorded each worker's vote.

After about 300 of the 500 workers had voted, the election was suspended at the request of one of COR's attorneys, Pedro Molina, who later said he was trying to avoid risking exposure of any more COR supporters in the plant.

The director of the Tijuana Conciliation and Mediation Board, who was conducting the election, then called off the election and negotiated a settlement in the street in front of the plant. The company agreed to pay 95 percent of severance pay due to workers who were fired for union activity and to take no reprisals against workers who supported COR.

The Plastico Baja Cal plant, formerly Carlisle Plastic of Santa Ana, a subsidiary of Boston-based Carlisle Plastics, moved to Tijuana in 1989 after the workers tried to form a union. Some 400 workers lost their jobs because of the move. In September a group of U.S. and Canadian Machinists were arrested at the plant after talking to workers.

The U.S. labor movement was actively involved in supporting the organizing effort at Plastico Baja Cal. The Support Committee for Maquiladoras provided assistance to the COR and several California union officials observed the election.

— James B. Parks

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AFL-CIO NEWS

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Health care on the table



Steve Yarmola/AFL-CIO News

Lane Kirkland discusses health care reform with reporters at the federation's headquarters.

Unions plan aggressive drive

Kirkland: Labor's part is 'whatever it takes'

By Colleen M. O'Neill

Labor will bring to bear every available resource, doing ''whatever it takes'' to see comprehensive health care reform gain enactment, AFL-CIO President Lane Kirkland declared.

It would be ''a crime and a shame to allow reform efforts to degenerate into inadequate, partial, ineffective, diversionary and fragmented approaches,'' Kirkland told a small group of reporters Jan. 11, making clear that a proposal by Rep. Jim Cooper (D-Tenn.) is among the phony bills masquerading as ''reform'' but falling far short of what is needed.

He pledged that workers and their unions would be ''key, aggressive and active players in advancing a program that really deserves the name of Health Security Act.''

The need for overarching change in the nation's crumbling health care system has been apparent to workers for many years, Kirkland said, even if those in loftier places have yet to feel the pain of the crisis.

''I assure you no one has had deeper and more bitter experience with the deficiencies of the American medical care system than have our trade unionists,'' he said, pointing out that unions pioneered such health programs as employer-paid insurance, direct prepaid medical care facilities and options to control costs and keep access within the grasp of ordinary working people.

Those experiences ''consistently confirmed our view that the only way this problem — and it is a far-reaching, deep-seated problem — can be effectively addressed'' is through a national overhaul, he noted.

Health care has become one of the most contentious issues at the bargaining table over the past decade, with more than 75 percent of recent work stoppages attributable to the influence of the issue, Kirkland noted. Many trade unionists have forgone wage increases in attempts — sometimes futile — to maintain their current level of health benefits.

In addition, the inequities of the current system are borne out in the competitive disadvantage suffered by those responsible employers who provide insurance coverage for their workers — but are forced to compete with those employers who refuse to meet their responsibilities.

Asked about the difficulties for unions in running

Continued on Page 2

Flight Attendants gain new pact at Alaska Airlines

AFA hand strengthened following court decision

By Candice Johnson

The Flight Attendants reached a a tentative agreement with Alaska Airlines, rewarding hard work and an innovative strategy of intermittent strikes that paid off after more than three years of negotiations.

The proposed agreement is modeled on the contract covering attendants at Southwest Airlines, members of the Transport Workers. Southwest recently purchased another carrier as part of its plan to compete in the region with Alaska.

Details of the proposed accord are being made available to the 1,500 attendants, with a mail ratification vote to be held over the next four to six weeks.

At a joint news conference, union and carrier officials called the agreement ''a vision'' for a cooperative future. The proposal provides for fair compensation, job security and respect, the union said.

AFA President Dee Maki called the settlement ''an incredible breakthrough'' and praised the Alaska attendants ''who put their jobs on the line'' in the union's CHAOS campaign that got under way last June.

The AFA had campaigned to ''create havoc around our system'' — CHAOS. Attendants triggered short work stoppages and delays ranging from 20 to 90 minutes to push the carrier back to bargaining.

It was this strategy that ultimately forced management to shift from its last proposal — that attendants receive no pay raise for the next five years — to a contract that offers attendants a salary structure that is the highest in the industry, Maki said.

In January, a federal court upheld the legality of the tactic, ruling that 17 AFA members who were suspended by Alaska Airlines during the union's ''CHAOS'' campaign must be reinstated with back pay and benefits.

Maki said that decision is a ''triumph for all workers in the air and rail industries,'' one that give workers ''an important new weapon in our battle for a fair contract.''

Alaska management had pressed its position by threatening to fire attendants who participated in the work stoppages, the AFA said. But when that strategy fell apart in the face of the federal court ruling, there was nothing the carrier could do to fight the attendants' actions, the union said.

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Striking IBT grandmothers focus workplace fairness issue

By James B. Parks

The issue of workplace fairness again was thrust into the national spotlight as striking Diamond Walnut workers confronted the major Senate opponent of the striker replacement bill.

Chanting ''Let the Senate vote,'' about 70 strikers, mainly grandmothers who were ''permanently replaced'' 28 months ago, picketed a fund-raising appearance in Stockton, Calif., by Senate Minority Leader Robert Dole (R-Kan.).

Dole's appearance was a chance ''for him to get to see the people who are being affected by the 'permanent replacement' issue,'' said Lucio Reye, secretary-treasurer of Teamsters Local 601.

Six workers were arrested after they failed to disperse from outside a hotel conference room where the fund-raiser was held. They were later released.

As he was leaving the hotel, Dole approached the picketers and said he wasn't blocking the bill, but would filibuster it when it comes to the floor. ''The rules have been there a long time. I didn't make the rules,'' he said

The Senate bill, S.55, prohibits ''permanent replacement'' of strikers. The House passed its version, H.R. 5, on June 15 by a 239-190 margin. No date has yet been set for the Senate to consider it.

Organized labor continues to mobilize its grassroots network to gain the 60 votes needed to break the threatened filibuster. Proponents are confident the bill would pass if allowed to come to a vote, and President Clinton has promised to sign it into law.

The Diamond Walnut strike is a classic example of why the bill is needed. More than 500 workers — mostly women and minority group members — walked out in September 1991 over unfair demands by the company, which promptly ''permanently replaced'' them.

In 1983, the workers had agreed to a 30 percent wage cut to save the company from bankruptcy. After Diamond rebounded and returned to profitability three years ago, the company demanded more concessions.

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Labor vows aggressive health care reform drive

Continued from Page 1

a full-scale health care campaign in the wake of the brutal fight over the North American Free Trade Agreement, Kirkland said, ''there is no question but that there is lingering concern about what NAFTA will mean and lingering pain on the part of many of our affiliates and on our part.

''That makes it all the more essential, I believe, that we detach this issue from those concerns'' and not allow those problems to interfere with potential health care reform, Kirkland said.

Labor will bring the same vigor and commitment to health care it brought to NAFTA, Kirkland said, noting it may be possible that labor will spend more than it was forced to spend on NAFTA. Kirkland has written to all affiliates to explain labor's commitment to the bipartisan, broad-based Health Care Reform Project and the financing necessary to see the fight through.

Kirkland repeatedly stressed the principles of reform endorsed by the AFL-CIO: quality of care, universal access to care, a comprehensive package of benefits, cost controls and fair financing. Only two pieces of legislation — the Health Security Act offered by President Clinton and the single-payer proposal of Rep. Jim McDermott (D-Wash.) and Sen. Paul Wellstone (D-Minn.) — meet those criteria, he said.



Steve Yarmola/AFL-CIO News

AFL-CIO Employee Benefits Director Gerald Shea meets with union counterparts at Laborers headquarters.

The previous decades of labor's quest for reform were focused largely on national health insurance, or a single-payer system, Kirkland acknowledged, but said that today unions do not feel that ''the ideal should be the enemy of the achievable.''

The AFL-CIO endorsed the broad outlines of the Health Security Act and those principles at the October 1993 convention.

In the interim, the federation and its affiliates have undertaken a massive education campaign complete with field briefings, written materials and videos to help trade unionists understand the stakes, the issues and the reasons for supporting the Health Security Act.

The Health Care Reform Project, inaugurated by Sen. John D. Rockefeller IV (D-W.Va.), enables unions to join forces with consumers, providers and business groups that also agree on the basic tenets of the Health Security Act. The project's first television ads were scheduled to begin before Feb. 1.

The group also has announced its firm opposition to the proposal by Cooper and Sen. John Breaux (D-La.), which is viewed as the best chance for the vested interests who have profited from the current health care system to avoid real reform. While it may look like reform, Kirkland said, it fails to meet the tests of universal coverage, comprehensive benefits, measures of quality, fair financing and cost-control measures.

Under the Cooper-Breaux plan, employers and insurers can continue to drop workers with high medical bills; if you lose your job, you're also out of luck. Personal cost savings occur only if you choose the lowest-cost, bare-bones plan, and those with better-than-average benefits could face substantial new taxes.

''In our educational and training activities, we are making certain that our members clearly understand the distinctions between these programs and how they stack up against our necessary principles,'' he said. ''We intend to bring those views to the attention of all those who are involved in the legislative process.''

Kirkland said the TV and radio ads and other parts of the campaign by the Health Care Reform Project are needed to make certain the ''fog of misrepresentation is cleared up'' after misleading ads put forth by those determined to frustrate action and preserve their position of profit and privilege.

The AFL-CIO also is planning a strong presence and is committing numerous resources to its own campaign, including coordination of grass-roots activities and visits with members of Congress. Many of those meetings have been going on during the current congressional recess, through the federation's Legislative Action Committees.

Kirkland also noted some differences with the administration over the Health Security Act. In particular, he cited protecting health care workers who face potential displacement, the concerns of the multi-employer plans already in place and the treatment of retirees and public employees in the legislation.

He said other problems had been ironed out and unions would continue to work on those issues as the process continues.

He cautioned that the AFL-CIO might break off its support if the measure strays too far from the original principles.

''There is a point that, if Congress defaults in its duty and tries to escape from its obligations, then adopts a phony or empty plan with a label on it, we would jump ship and oppose it. We would stick to our guns and fight again another day,'' he said. ''But I think that would be a tragedy.''

AFA strategy pays off with contract win at Alaska Airlines

Continued from Page 1

Although the Alaska agreement is structured differently from the Southwest contract, it should eventually provide some of the highest wage levels in the industry, the union said.

In a message to Alaska attendants, Gail Bigelow, president of the unit, said the Southwest contract works because of management ''that understands the value of good labor relations and high morale.

''Simply lowering labor costs is no way to compete with Southwest,'' she said. ''We can only hope that our management is up to this challenge in the other more critical areas.''

In other industry developments:

- Unions welcomed Clinton administration proposals to change the nation's aviation policy, including an overhaul of the air traffic control system; changes bankruptcy and foreign investment laws; restructuring of the Federal Aviation Administration and other changes.

The administration has called for an analysis of how the increasing globalization of the airline industry affects U.S. jobs and wages. This study is to be completed by March and will include recommendations on maintaining the U.S. competitive advantage and keeping good-paying jobs in the industry.

The AFL-CIO Transportation Trades Department called the administration's effort a good first step, but added that several key areas also must be addressed.

Not included in the plan, TTD President Walter J. Shea pointed out, were several proposals last year by a presidential commission including the creation of a system to review the financial health of the industry and individual carriers, in an effort to avoid some of the financial destruction that affected workers and carriers in the 1980s.

''We also believe there should be stronger, clearly defined procedures for dealing with employees who are adversely affected by mergers and acquisitions,'' Shea said.

Air Traffic Controllers President Barry Krasner applauded plans to restructure the air traffic control system as a quasi-government corporation, stressing that the overhaul would ''directly benefit the flying public, air carriers and controllers.''

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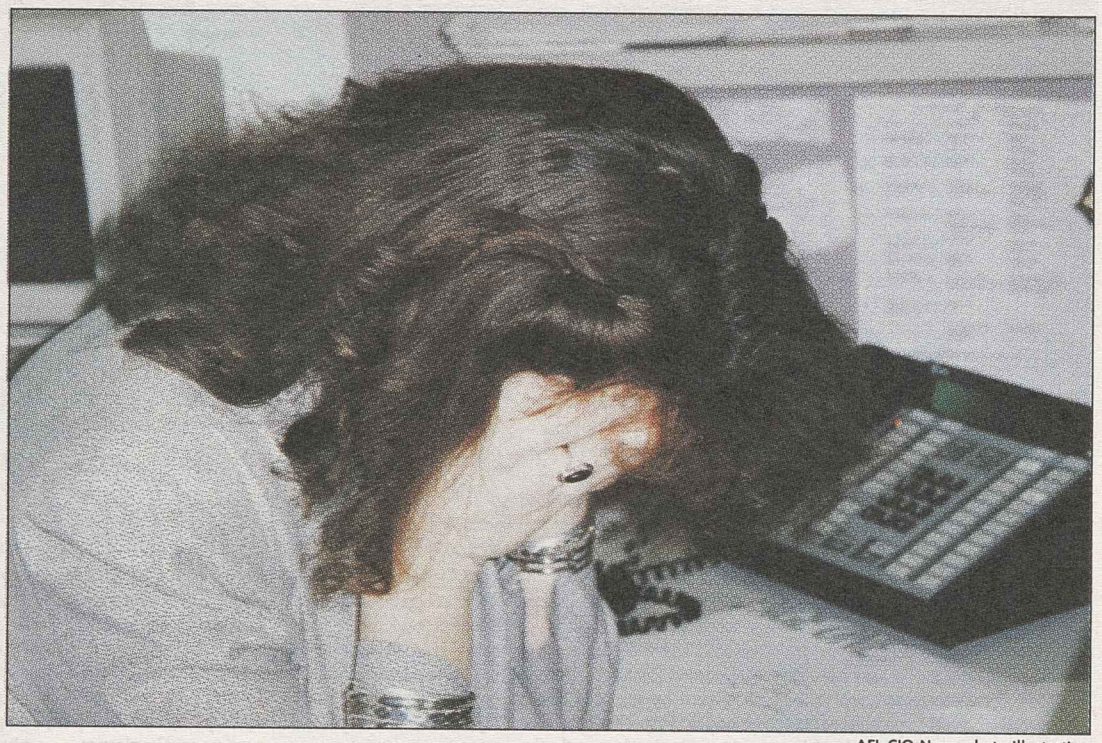
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Health Security Act and Other Proposals

ISSUES	STATUS QUO:	HEALTH SECURITY ACT: *Comprehensive Reform*	WELLSTONE: *Comprehensive Reform, single-payer*	COOPER: *Managed Competition, no mandate*	CHAFEE: *Managed Competition, individual mandate*	MICHEL: *Small Market Reform*	GRAMM: *Minimal Insurance Reform*
General Overview	Individuals obtain insurance through a fragmented network of public and private insurance. Millions have no coverage at all. Current cost increases are spiralling out of control, consuming more than 14 percent of U.S. gross national product. Without reform, excessive costs will force insurance beyond the reach of most families and their employers.	Reforms the health care system by requiring all employers to contribute to the cost of health care for their workers. Regional purchasing "Alliances" negotiate rates with health plans that then compete for patients on the basis of quality, services and cost. Individuals have a comprehensive set of benefits and the freedom to choose among all available plans. States can elect to create single-payer systems.	Establishes a single-payer system, administered by the state with a comprehensive set of benefits. Every individual and business pays a health tax to the system, eliminating the need for insurance companies and premiums. Individuals have the freedom to choose among all available providers. Costs are controlled through a rate-setting mechanism.	Establishes voluntary purchasing cooperatives and requires insurance companies to follow certain standards. A benefit package is not specified and employers are not required to pay any portion of the cost of coverage. No cost controls are defined.	Establishes an individual mandate, requiring all to purchase their own health insurance unless their employer does so for them. Sets up a purchasing cooperative, enabling small groups to bolster their purchasing power. The plan increases taxation of employer health plans and no cost controls are enforced.	Requires all employers to offer but not contribute to the cost of employee health coverage. Voluntary purchasing cooperatives are established. Allows insurance companies to develop their own benefit packages, provided they meet target actuarial values. No limits on spending or cost protections are established.	Employers may offer three options: their current plan, managed care or a medical IRA. Individuals with pre-existing conditions pay 150 percent of the average premium. Provides some subsidies for very low income individuals and establishes some insurance reform.
Security	**NO.** Thirty-eight million Americans have no health insurance — and too many of those currently covered are in jeopardy. One out of four Americans will be without health coverage at some time in the next two years. American families are one layoff or sickness away from losing health coverage.	**YES.** All citizens covered by Jan. 1, 1998. Medicare remains a separate program. Comprehensive medical benefits package administered by regional alliances. Provides health care that's always there: whether you change jobs, lose your job, or get sick — you'll never lose it.	**YES.** All citizens covered by Jan. 1, 1996. Comprehensive medical benefits package, which remains with the individual without regard to employment status. Everyone is covered.	**NO.** Plan offers no provision for universal coverage and no guarantee that coverage won't be lost. Government pays for insurance premiums for the poor and subsidizes premiums for the near-poor. Employers and insurance companies can continue to drop workers. If you lose your job, you're out of luck.	**UNCLEAR.** Universal coverage would be achieved — but by putting a mandate on individuals, not on businesses. Individual mandate might prompt employers who now supply insurance to drop it.	**NO.** Employers required to offer — but not required to pay for — health insurance coverage. Tax-free medical savings accounts provide only limited protection. Universal coverage is not a goal of the plan.	**NO.** Does not provide universal coverage, leaving many uninsured or with bare bones coverage. Those with good coverage will continue to pick up the tab for those without. Takes unfair, punitive approach to those most in need of health care coverage.
Savings	**NO.** Without effective controls, U.S. health care costs have quadrupled since 1980. Without further action, they'll double again by the year 2000. Skyrocketing health care costs are busting family budgets and hindering the growth of the economy.	**YES.** Establishes annual national health budget with rate increases limited by annual inflation factors. Controls costs by tough negotiations with providers, encouraging competition, capping how fast premiums can go up and eliminating wasteful spending.	**YES.** Establishes annual national health budget. Increases limited to growth in national economy. States negotiate to set rates for services.	**NO.** Relies totally on competition to produce savings. Personal cost savings occur only if one chooses lowest - cost plan. No guarantee that costs will be lowered. Consumers could face significant new tax.	**NO.** This proposal includes no system wide controls on costs. Insurance market reforms would result in some savings. Without system-wide controls, health care costs can never be truly brought under control.	**NO.** No systemwide controls; relies on competition to produce savings. Emphasis is on accumulating savings in medical IRAs, rather than on acquiring affordable health care. Competition without a national budget leaves consumers vulnerable.	**NO.** Fosters choice of bare-bones coverage — catastrophic health costs only. Doctor visits will keep draining consumer pockets. Legalizes discrimination against those with pre-existing conditions by making them pay at least 50 percent more than others in their area.
Comprehensive Coverage	**FOR SOME.** Coverage varies widely.	**YES.** Complete coverage of hospitalization, doctors and prescription drugs. Some mental health and substance abuse. Expands long-term care coverage.	**YES.** Includes complete coverage for doctors, hospitals, prescription drugs, mental health and substance abuse, and full long-term care coverage.	**NO.** Quality and range of benefits depend on ability to pay. Only those seeking lowest-cost health plan enjoy full tax benefits. Benefits would be set by a national health board for those using a purchasing cooperative.	**NO.** Benefits would be determined by Benefits Commission and later adopted by Congress. Consumers could opt for bare-bones plan under catastrophic coverage.	**NO.** National Association of Insurance Commissioners sets uniform guidelines for benefits. Small companies (from two to 50 employees) have flexibility in offering lesser benefits than those set by NAIC. Too many Americans would find only bare-bones coverage available under this plan.	**NO.** Leaves the benefits Americans need up for grabs. Makes those needing health services pay more.
Quality	**YES.** But only for those who can afford good coverage.	**YES.** An advisory council develops quality and performance measures to assure high quality care.	**YES.** Requires states to develop advisory councils and data and information systems for oversight purposes to assure high quality care.	**NO.** No quality control.	**LIMITED.** Establishes nationally linked health care information data base, but doesn't require states to use information.	**NO.** No quality control.	**NO.** No quality control.
Choice	**NO.** Only three of every 10 employers with fewer than 500 employees offer any choice of health plans. Millions of Americans have almost no choice today.	**YES.** For most Americans, more choice. Consumer chooses plan, not employer. Alliances must offer a fee-for-service option in which individuals choose physician.	**YES.** Consumers have complete freedom to choose individual care givers or managed care plans. Choice based on quality care and consumer preferences.	**NO.** All incentives in program are aimed at moving people into a low-cost health maintenance plan. Consumers face tax penalty if they choose plan outside of the HMO.	**NO.** Individuals must buy either catastrophic or a basic benefit plan. Employers not required to join alliances and may continue to determine what plans a worker gets.	**NO.** Requires insurers to sell a standard catastrophic plan and a Medisave plan.	**NO.** Program really leaves it up to consumers to find a plan for themselves or invest in a medical IRA account. Millions will be left without coverage.
Simplicity	**NO.** Twenty-five cents out of every dollar on a hospital bill goes to bureaucracy and paperwork — not patient care. Hospital administrators are increasing four times faster than the number of doctors.	**YES.** Reduces the burden of paperwork by utilizing standardized forms, electronic billing and uniform reporting standards. Simplifying forms and cutting back on regulations will give doctors more time with patients.	**YES.** The single-payer system reduces administrative overhead to the lowest level by eliminating insurance plans and paperwork.	**LIMITED.** A national board establishes goals to eliminate paperwork and standardize electronic claims and eligibility certification. But brings in IRS to help regulate.	**YES.** Utilizes standardized forms, electronic billing and reporting practices. Establishes nationally linked health care data base.	**NOT SPECIFIC.** States given the authority to regulate insurance market, as it is today, and to develop competitive cost information. Would give federal agency (HHS) authority to set standards on billing and electronic forms.	**ALMOST NONE.** Calls for standardized forms. Federal agencies involved in funding or delivery of health care services.
Financing	Rapidly rising health care costs are fueling government deficit, eroding employee wages and making U.S. businesses noncompetitive in world markets.	Limits share of the costs paid by employers, all of whom must contribute for all employees. Wider participation and cost controls more than offset new taxes of $89 billion primarily on tobacco and on large corporate employers who stay out of regional purchasing alliances. Reduces the anticipated growth of Medicare, Medicaid and other federal programs by $229 billion from 1995 to 2000.	Would raise revenue through combination of payroll and income taxes and closing certain loopholes. Estimated savings of $300 billion over five years through effective cost control. Further revenue sources currently being identified	Would raise $16 billion by preventing employers from deducting costs of insurance beyond the cost of basic plans and $6.5 billion by slowing Medicare increases.	Reduction of $213 billion in growth of Medicare and Medicaid from 1995 to 2000. Taxes a portion of health insurance benefits.	Would save $17 billion by reducing Medicare subsidies and altering federal retirement rules.	Reductions of $175 billion in growth of Medicaid and Medicare from 1994 to 1998. Assumes $16 billion in additional taxes with lower business expenses.



AFL-CIO News photo illustration

SEXUAL HARASSMENT

Unions help women battle hostile work environments

By Sharolyn A. Rosier

A Supreme Court ruling on sexual harassment is expected to help unions as they continue to develop a variety of ways to address the problem on the job.

The court ruled unanimously Nov. 17 that workers need not show severe psychological injury to prevail in sexual harassment cases.

Justice Sandra Day O'Conner stated that sexually offensive conduct is discriminatory when it is "severe or pervasive enough to create an . . . environment that a reasonable person would find hostile or abusive."

The court opinion in Harris vs. Forklift Systems Inc. reinstates the sexual harassment lawsuit of a female manager who resigned after enduring several years of lewd and sexually demeaning behavior from her supervisor.

"This should send a message to employers that harassment will not be tolerated on the job," said AFL-CIO Vice President Gloria T. Johnson, president of the Coalition of Labor Union Women.

"While the ruling reinforces EEOC (Equal Employment Opportunity Commission) definitions of sexual harassment, we hope employers and workers alike will become more sensitive to these problems in the workplace," said Johnson, a vice president of the Electronic Workers.

Labor consistently has condemned sexual harassment and many unions are working on ideal contract language and needed services like hotlines to help workers on the job. The AFL-CIO has said unions "will act vigorously against sexual harassment, will include in collective agreements a clause defining sexual harassment, together with swift and efficient measures to redress the situation, not by disadvantaging the victim, but by neutralizing the harasser."

The Supreme Court ruling "will definitely help us do our job better," said Kathy Kolett, director of women's rights at AFSCME. "One of the things we have found is that sexual harassment is about power. Usually the most vulnerable women are targeted. Fortunately the Supreme Court ruled that a person doesn't have to visit a psychiatrist to prove sexual harassment."

The ruling marks only the second time the high court has addressed sexual harassment in the workplace. The first case, Meritor Savings Bank vs. Vinson, decided in 1986, maintained that Title VII is violated when conduct is "sufficiently severe or pervasive to alter the conditions of the victim's employment and create an abusive work environment."

O'Conner reaffirmed the Meritor standard. A sexually discriminatory working environment, even if it does not seriously affect workers' psychological well-being, can detract from employees' job performance, discourage them from staying on the job, or keep them from advancing their careers, O'Conner said.

In a concurring opinion, Justice Ruth Bader Ginsburg said the critical factor in hostile work environment claims should be whether the conduct has "unreasonably interfered with the plaintiff's work performance." To show such interference, employees need not show that their productivity declined, but merely that the harassment made it more difficult to do their jobs, she wrote.

In a precedent-setting case, Government Employees Local 1002 recently went to bat for one of its members, Magdalena Petrucelli, who was harassed in her job at the Army and Air Force Exchange Service.

> ***"We have found that sexual harassment is about power. Usually the most vulnerable women are targeted."***
>
> **— Kathy Kolett, AFSCME**

A Nov. 17 ruling on her EEOC complaint gave Petrucelli compensatory damages, the first time that a federal agency has been assessed for such damages in a sexual harassment case, said Joe Henderson, AFGE attorney.

"In the past, many agencies have denied that compensatory damages were available," said Henderson. "We're continuing to pursue a more complete award that reflects Petrucelli's medical cost and pain and suffering."

AAFES agreed to pay Petrucelli a total of $63,000 in compensatory damages for emotional pain, suffering, inconvenience and mental anguish. However, to date, she has spent approximately $100,000 on medical care.

Besides taking workers' complaints to grievance, arbitration and to court, unions also are trying various approaches to empower workers — starting with outreach to make sure workers understand their rights and the avenues for correcting the problem.

The AFL-CIO Civil Rights Department has made sexual harassment a staple of its outreach programs on worker rights, including a pamphlet on what to do when confronted with the situation.

CLUW conducts workshop and training sessions and develops campaign literature, including a palm card that lists measures unions can take.

"We also are compiling union policies and procedures so that we can share language with union members across the country," said Heather Hauck, executive director of CLUW's Center for Education Research. "A training manual we are producing in cooperation with the Labor Institute of Cornell University will be available soon."

The trend is toward the establishment of labor-management training, said AFSCME's Kolett. AFSCME has conducted these training sessions in Duluth, Minn., Bloomington, Ind., and Covington, Ky., and also has a national program for union members and leaders.

The Steelworkers also have produced numerous pamphlets and brochures to educate members. In addition, union members and leaders attend international and district civil rights conferences that address the issue, said John T. Smith, the union's civil rights director. Technicians in the department also conduct seminars on sexual harassment, sometimes in cooperation with employers.

Similarly, the UAW has conducted sexual harassment programs with ALCOA in Cleveland. The company and the union have held two workshops for management and supervisors and have agreed to conduct one for the entire plant, said Patricia Skrobe, UAW international representative.

A booklet the union produced to explain the impact of harassing behavior and the role of the union proved to be very beneficial, said Skrobe. While people have personal opinions and attend workshops with preconceived notions, "Our method is to tailor the workshop to the organization, to listen carefully and to have open discussion."

The Service Employees encourage locals to push for worksite policies on sexual harassment so workers have a clear picture of their rights and recourse, said Fran Buchanan, SEIU director of civil and human rights. She said such a jobsite policy needs to be in place because contract language doesn't suffice.

SEIU also has ongoing training for the membership through stewards, leadership workshops, in addition to developing training modules for stewards, local leaders and activists. The issue also is addressed at skills programs in every region.

SEIU's associate membership program for working women, 9to5, uses its training sessions to dispel the antagonistic feelings between men and women in such situations, says 9to5 Executive Director Ellen Bravo. It is not a men-against-women issue, she said.

Once that stage is set, "We can deputize workers so that they see it's everyone's issue," she said. "Lawyers look at legal liability but we make it interactive" and better equip workers to deal with the problem.

Bravo and Ellen Castello have co-authored a book called "The 9to5 Guide to Combatting Sexual Harassment." A hotline staffed with trained counselors can be reached by calling 1/800-522-0925.

JOB SAFETY

Conference on AIDS set

The AFL-CIO will convene a national labor conference on Acquired Immune Deficiency Syndrome (AIDS) Jan. 19 in Washington, D.C.

The three-day parley will feature workshops on vital workplace information about HIV/AIDS, which continues to strike Americans at the workplace and at home.

Sessions will include: accessing national AIDS services and resources, tuberculosis, occupational exposures, HIV/AIDS and the law, developing contract language, resolutions and policies, OSHA reform and the bloodborne pathogen standard, supporting members with HIV/AIDS and their families, building community links and models for developing and delivering AIDS education programs.

All sessions will be held at the Washington Court Hotel on Capitol Hill. The conference registration fee is $75 per person, payable to the George Meany Center for Labor Studies. Registration is being handled by the AFL-CIO Department of Occupational Safety and Health, 815 16th Street N.W., Room 704, Washington, D.C. 20006; phone 202/637-5203.

Asbestos fight continues

The Oil, Chemical and Atomic Workers have joined with representatives of the academic and scientific communities, public interest groups and asbestos victims to fight an industry attempt to reintroduce chrysotile asbestos.

"The asbestos industry is stepping up its campaign to reintroduce chrysotile, and we're going to fight them every step of the way," said OCAW President Robert E. Wages.

"There is no 'good' asbestos (and) we just aren't going to allow the asbestos industry to trivialize and dismiss what in fact is a serious public health threat," he said.

About 90 to 95 percent of all asbestos ever used in the United States is chrysotile asbestos, mined primarily in Canada and Russia.

AFL-CIO Building and Construction Trades Department President Robert A. Georgine also called on federal regulators to reaffirm the importance of limiting exposure to all asbestos, including chrysotile.

Lead rule guidance issued

The Occupational Safety and Health Administration has issued enforcement guidance for its new rule to reduce worker exposure to lead in construction.

Compliance officers have been given inspection and compliance procedures to enforce the agency's interim final standard. The standard covers any repair or renovation activities or activities that disturb lead-containing material (such as steel structure renovation and repair) — but not routine cleaning and repainting.

Also covered is any operation to remove lead-based paint and lead-contaminated dust, permanent containment or encapsulation of lead-based paint, the replacement of lead-painted surfaces or fixtures, the removal of lead-contaminated soil and all associated preparation, cleanup, disposal and post-abatement testing.

UAW seeks fluid standard

The UAW has petitioned the Occupational Safety and Health Administration for an emergency standard to protect workers from the effects of exposure to machining fluids.

UAW President Owen Bieber wrote OSHA Administrator Joseph A. Dear on Dec. 9 seeking a 10-fold reduction in the current permissible exposure limit — from five milligrams per cubic meter of air to 0.5 mg/cubic liter — for oil mists from the fluids, saying "there is now sufficient evidence to conclude that exposure to machining fluids poses a risk of occupational cancer and respiratory illnesses at levels well below the existing OSHA limit for oil mist."

The National Institute for Occupational Safety, Bieber noted, has estimated that 10 million American workers are exposed to the substances, which are used to cool and lubricate metal in such machining operations as the manufacture of engines, transmissions and other auto parts.

The union called for OSHA to undertake several interim measures, including use of OSHA's general duty clause for enforcement and publication of a hazard alert.

Unions hail transportation plan

Old rules forced cities to contract out services

By Candice Johnson

AFL-CIO unions are applauding an administration proposal to rescind some federal requirements governing private enterprise participation in community transit systems.

The plan would again allow local communities to decide what mix of transit services works best.

The Department of Transportation's Federal Transportation Agency is seeking to rescind regulations adopted under the Reagan administration that are "wrong and contrary to the best interests of the transit industry, commuters and the taxpayer," the AFL-CIO Transportation Trades Department said in comments on the proposal.

In the mid-1980s, the FTA adopted far-reaching rules for local transit systems that served to force localities into contracting out portions of their transportation systems in exchange for maintaining federal operating grants, even when such a move was not in the best interests of the community.

President James LaSala of the Amalgamated Transit Union, backing the rescission proposal, noted that the new proposal emphasizes that the choice between public and private transit providers should be determined at the local level, with the federal government being properly neutral.

Among the specific policies to be rescinded are provisions requiring the use of fully allocated costs; objections to local labor and other provisions governing contracting out and hiring rights; and a required review of routes every three years to determine whether they could best be provided by the private sector, ATU said.

A 1989 study by the Economic Policy Institute found that these rules were "a deliberate attempt to use the power of the federal purse to force the balance of direct transport service provision away from local public agencies and toward private, for-profit agencies."

The 1991 Intermodal Surface Transportation Efficiency Act, which gave local planners greater flexibility in using federal resources, makes rescission of the private enterprise participation provisions even more necessary, TTD said.

Congress clearly acted "to return decision-making back to local planners who are better suited to identify local transportation needs," TTD said.

TTD said the rescission proposal represents a major step in removing from DOT's infrastructure investment program "policies that have at their root the ideologically driven pursuit of reckless privatization schemes."

The comment period ends January 25.

The TTD objected to another policy decision, however, criticizing the government's tentative proposal to phase out federal operating funds for mass transit systems.

In a letter to Office of Management and Budget Director Leon Panetta, TTD President Walter Shea said the proposal would be a disaster for the transit industry.

The cuts in operating assistance would cause "significant reductions in service, drops in ridership, fare increases and potentially thousands of layoffs among the 200,000 transit employees" in virtually every community, he said.

TTD called for continuation of the operating assistance funds at no less than current levels.

In other rail union developments:

- A second unit of workers at the Florida East Coast Railroad Co. has voted for union representation by choosing the Electrical Workers to represent the 46-person unit.

In a National Mediation Board election, machinists voted in the IBEW over an unaffiliated railroad employees group. IBEW already represents electricians and shop workers on the carrier.

Last December, the United Transportation Union defeated the same unaffiliated organization in an NMB election to represent 262 train operating workers at the freight carrier, with four classes of rail workers combined in one unit — trainmen, locomotive engineers road conductors and yard conductors.

- The Locomotive Engineers have proposed a joint bargaining strategy with the United Transportation Union on rail negotiations this year, but ended talks on merger with UTU. The BLE completed a merger with the Train Dispatchers last July.

USIA, HUD form partnership councils

By Sharolyn A. Rosier

The U.S. Information Agency and the Department of Housing and Urban Development have joined other agencies in developing partnership councils to work with the Government Employees to improve government.

The councils are in compliance with President Clinton's Executive Order 12871, which seeks to create labor-management partnerships throughout the executive branch.

HUD's agreement with AFGE Local 222 consists of three components: the creation of the council, continued monthly meetings between Secretary Henry G. Cisneros and AFGE leadership and the creation of field office councils.

The establishment of the council is in keeping with the agency's commitment to develop strong communities, said James K. Harrell, who heads the National Partnership Council. "With the national partnership agreement, labor and management take an important step in strengthening our own internal community," he said.

"Combative, adversarial relationships are easy to maintain," said AFGE President John Sturdivant at the Nov. 10 signing of the agreement. "The goal of true partnership is more difficult to achieve, but the end result will be a more efficient, cost-effective government with a highly skilled, productive work force able to meet the demands of the American taxpayers."

Pointing to the importance of a symbiotic relationship between labor and management, Cisneros said the partnership "will guarantee that we work in an atmosphere of mutual respect and trust as we carry out President Clinton's executive order and follow the principles of the National Performance Review."

While some of the more controversial aspects of Vice President Gore's National Performance Review would require congressional approval, the partnership councils have moved along quickly since Clinton's executive order.

At the USIA, which originally had balked at creating the partnership council, AFGE Local 1812 President Stacey Rose-Blass was joined Dec. 3 by USIA Director Joseph Duffey in signing a memorandum of understanding to work together in restructuring the agency.

> *"The result of true partnership will be a more efficient, cost-effective government with a highly skilled, productive work force."*
>
> **— John N. Sturdivant**
> **AFGE president**

Four management-employee working groups have been established at USIA and others will be formed. A partnership resolution pledges to "seek a new professional relationship as partners in transforming USIA into an agency that is more efficient than ever before."

The National Partnership Council has issued formal guidelines to assist in the creation of individual agency agreements. In addition to calling for the cooperation and participation of workers and management, NPC further calls for broadening the scope of bargaining in the federal government.

Agencies are directed to negotiate over subjects that previously were optional. These include "the numbers, types and grades of employees or positions assigned to any organizational subdivision, work project, or tour of duty, and the technology, methods and means of performing work."

Until the Federal Service Labor-Management Relations Statute was passed in 1978, bargaining over these subjects was prohibited. But since then, workers rarely have been able to exercise that right to bargain.

Under the executive order, bargaining over these subjects now is "mandatory, and a failure by agency managers to engage in such bargaining would be inconsistent with the president's directive," according to the NPC.

In spirit of Norma Rae, women stand up for union

By Rex Hardesty

The 1990s versions of Norma Rae are paying the price for standing up for a union because federal labor law lets employers punish such workers with virtual impunity.

Courageous women with a record of fighting for the right to form a union were among witnesses who testified before members of the Commission on the Future of Worker-Management Relations in Boston Jan. 6 and again in Atlanta Jan. 11.

Judy Ray was fired for union activity by the Jordan Marsh department store in Peabody, Mass., the day after Thanksgiving, leaving her and her disabled husband without health benefits. The Boston Globe described her as a modern-day version of Norma Rae, the 1970s movie heroine portrayed by Sally Field.

''Judy Ray's story unfortunately is not even unusual,'' Massachusetts AFL-CIO Secretary-Treasurer Robert J. Haynes said in relating the story to the panel of commissioners in Boston.

''Unlawful discharges are just the tip of the iceberg. The commission would be making a grave mistake if it were to focus only on the illegalities and ignore the variety of ways in which employers can and do spread fear without even violating the law.''

In Atlanta, commission members heard the story of Barbara Neel. In May 1993, she contacted the AFL-CIO's Industrial Union Department to say workers needed a union at Park N' Fly. One month later, she and three other employees got calls at home telling them they were fired, no reason given.

A week later, the company started covering its trail — sending Neel an overnight letter stating that her performance was not up to standard. In four years with the company, she had never before been notified of any dissatisfaction with her work performance.

The four women were ordered reinstated seven months after their discharge. While Neel and the women still face daily harassment by supervisors, the workers are no closer to fulfilling their desire to have a union.

''Unlawful discharges are just the tip of the iceberg. The commission would be making a grave mistake if it were to focus only on the illegalities and ignore the variety of ways in which employers can and do spread fear without even violating the law.''

— Robert J. Haynes
Massachusetts AFL-CIO Secretary-Treasurer

Another union activist, Laura White, told the Atlanta hearing of suffering through harsh new assignments as part of an elaborate campaign to intimidate her and other union advocates at Bard Manufacturing in Madison, Ga.

''I am ordinary and one day when I was sick, my guard was down.'' When she left the job because of illness, it provided managers with an excuse to fire her.

She testified that members of the Bard family said in captive audience meetings that they left Ohio to avoid unions and would close this plant, too, if the workers voted for a union. A parade of ministers, Chamber of Commerce officials, schoolteachers and bankers spoke at the meetings ''and in a small town, this is a lot of pressure.''

They told bizarre stories of union plans to import strikers from Ohio to take their jobs if they voted for a union. She was particularly chilled when one of the guest speakers was the foreman from the plant where her husband worked.

Florence Hill, who was introduced by Clothing and Textile Workers Executive Vice President Bruce Raynor, told how fighting a decertification effort at Highland Yard Mills became almost a life-or-death situation.

After 50 years of stable relations with ACTWU, the mill owners sought to sell the mill in a deal that included eliminating the union. Hill and others successfully filed an unfair labor practice complaint with the National Labor Relations Board — and now they're paying for it.

Obscene pictures now show up in her locker and she is followed to the bathroom and monitored on breaks. After much sleeplessness, she suffered a heart attack. When she recovered and returned to work, a supervisor told her management was pretty sure now that she would either quit or drop dead.

The Boston and Atlanta hearings were the third and fourth field stops for the commission, with others coming in San Jose, Calif., Jan. 20 and in Houston, Feb. 11.

The field hearings on multiple workplace experiences provide a dark contrast to stories about the bright side of U.S. labor-management relations through successful cooperative redesign of the workplace that have been heard at meetings of the full 10-member commission in Washington, D.C.

The commission, which was appointed in March and began hearings in May 1993, is expected to make its report to the Clinton administration during 1994.

The next Washington meeting of the full commission Jan. 19 is scheduled to deal exclusively with the question of workplace committees. Employers have consistently railed against the NLRB decisions on Electromation and DuPont, which were found to have employer-dominated workplace committees that violated the federal ban on company unions.

In the Boston hearing, Polaroid CEO I.M. Booth protested a similar finding against his company by the Department of Labor. Polaroid employee Charla Scivally said she brought the complaint because of the undemocratic structure of the Polaroid Employee Committee, which has since been disbanded and replaced by ''focus groups.''

ORGANIZING

ALPA gains 1,000 pilots

Pilots at American West Airlines voted for union representation in a National Mediation Board runoff election, choosing the Air Line Pilots over an unaffiliated group by an 802-28 vote.

This was the third vote held among the carrier's more than 1,000 pilots, with two earlier votes falling just short of the ''majority of unit members plus one'' count needed under the Railway Labor Act.

Little 'salt' goes long way

A new training program for organizers in the building and construction trades is teaching members the basics of organizing, along with some new tricks.

One segment of the Construction Organizing Membership Education and Training Program — COMET — encourages union members to sign on with non-union contractors, or ''salt'' those jobs, to better reach workers with the union message.

Once on the job, these organizers can report safety and labor violations — common occurrences on non-union jobs — and can talk to the workers about the advantages of union membership.

TNG boosts participation

The Newspaper Guild is promoting a four-year internal organizing and education campaign to boost member participation.

The program, a ''Strategic Plan'' approved by the union's convention last year, aims to strengthen TNG locals by providing resources to TNG staff and local union leaders and to develop plans for membership mobilization and campaigns.

Bruce Nelson, TNG international representative and a former president of the Twin Cities, Minn., Guild, is heading up the broad-ranging effort.



Joe Roach/BCT

A protest outside an Otis Spunkmeyer plant near Oakland, Calif., demands recognition in Dallas.

BCT refuses to crumble in cookie fight

By Muriel H. Cooper

''Tough cookies that won't crumble.'' That's how Bakery, Confectionery and Tobacco Workers at the Otis Spunkmeyer plant in Dallas describe themselves in their fight for union recognition.

The workers voted in August 1992 for representation by BCT Local 111. Since that time, Spunkmeyer has spent tens of thousands of dollars on union-busting activities. One worker was fired for refusing to support a management-pushed decertification campaign, the union says.

''These workers have been denied the American dream by a ruthless management that suppresses wages and refuses to bargain in good faith with the union,'' said BCT Vice President David B. Durkee, director of organization for the union.

The workers recently took their fight for ''dignity, justice and respect'' to the Otis Spunkmeyer Invitational Basketball Tournament at the Oakland, Calif., Coliseum. Spunkmeyer has its headquarters and two plants in the Oakland suburb of San Leandro. All its plants, including one in Pittsburgh, are non-union.

But when the workers sought to pass out leaflets exposing the unsavory behavior of company owner Ken Rawlings, security officials kicked them off the grounds and confiscated their handbills.

''Does Rawlings have something to hide, or is he simply so ashamed of the way his company treats its workers that he has to use heavy-handed methods to cover it up?'' asked one worker.

''Conditions are neither sweet nor warm inside that cookie plant,'' observed Durkee. ''And one can almost hear Ken Rawlings, the gourmet cookie mogul, saying, 'that's the way the cookies crumble.' Our workers are tough cookies who will not crumble.''

Durkee added, ''We call upon the National Labor Relations Board and the Equal Opportunity Employment Commission to do the right thing and enforce the law — by re-employing workers fired for union activity and by upholding the racial discrimination charges filed by workers against Spunkmeyer.''

Last summer the NLRB agreed that the company was being ''less than genuine'' with its workers, requiring Spunkmeyer to post a notice that spells out workers' rights to join and assist unions. But workers contend the company is spooning artificial sweetener under the table by offering supervisory jobs to key workers, eliminating them from union eligibility.

Report on Congress

Labor's report card on Congress tabulates the votes on major issues of concern of the AFL-CIO in the first session of the 103rd Congress. In the tables on the pages that follow, Senate and House members have been rated R (right) and W (wrong) on the basis of their votes on these issues.

House

1. EXTENDED UI BENEFITS (H.R. 920) — The bill, approved by the House Feb. 24, extends the current Emergency Unemployment Compensation Act through FY 1993, providing up to 26 additional weeks of benefits to workers who exhaust their state benefits before finding a job. The vote for passage was 254-161. (DEM: 226-20; REP: 27-141; IND: 1-0)

For — Right **Against — Wrong**

2. HATCH ACT REFORM (H.R. 20) — This new law eases some of the political restrictions the Hatch Act places on some 3 million federal and postal workers, while maintaining protections against coercion of these workers. The House approved it March 3 by a 333-86 vote. (DEM: 247-2; REP: 85-84; IND: 1-0)

For — Right **Against — Wrong**

3. ECONOMIC STIMULUS (Emergency supplemental appropriations, H.R. 1335) — The House March 18 passed the economic stimulus package, the part of President Clinton's economic recovery plan to create jobs in the near future. The legislation was approved by a 235-190 vote. (DEM: 231-22; REP: 3-168; IND: 1-0)

For — Right **Against — Wrong**

4. WORKPLACE FAIRNESS (Final passage, H.R. 5) — This bill would overturn a 1938 Supreme Court decision that allows employers to ''permanently replace'' workers during a lawful economic strike — even though firing workers for striking is held to be illegal under the National Labor Relations Act. The House passed H.R. 5 by a 239-190 vote on June 15. (DEM: 221-33 REP; 17-157; IND: 1-0)

For — Right **Against — Wrong**

5. NATIONAL SERVICE (Union concurrence, H.R. 2010) — During consideration of National Service legislation, the House July 21 defeated an amendment that would have stripped permanent workers of their protection against displacement. The vote was 153-276. (DEM: 9-246; REP: 144-29; IND: 0-1)

For — Wrong **Against — Right**

6. ERISA PRE-EMPTION (H.R. 1036) — The bill made it clear that the Employment Retirement Income Security Act (ERISA) never was intended to allow employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws, as some Reagan-era judges had ruled. The House passed the bill Nov. 9 by a 276-150 vote. (DEM: 238-16; REP: 37-134; IND: 1-0)

For — Right **Against — Wrong**

7. NAFTA (H.R. 3450) — Although vigorously opposed by the AFL-CIO because of projected U.S. job loss and the lack of strong environmental and worker rights provisions, the North American Free Trade Agreement passed the House by a 234-200 vote. (DEM:102-156; REP: 132-43; IND: 0-1)

For — Wrong **Against — Right**

8. FAMILY AND MEDICAL LEAVE (Final passage, H.R. 1) — The House on Feb. 3 approved legislation that would allow workers at firms of 50 or more employees to take up to 12 weeks of job-guaranteed unpaid leave to care for a newborn or adopted child or for the illness of the worker, a child, spouse or elderly parent. The vote was 265-163. (DEM: 224-29; REP: 40-134; IND: 1-0)

For — Right **Against — Wrong**

9. "MOTOR VOTER" (National voter registration, H.R. 2) — The House on Feb. 4 approved legislation to allow eligible citizens to register to vote when they obtain driver's or other government permits and licenses, and through mail-in registration. The vote was 259-160. (DEM: 237-14; REP: 21-146; IND: 1-0)

For — Right **Against — Wrong**

10. BUDGET RECONCILIATION (Conference report, H.R. 2264) — The House Aug. 5 approved the conference report on the five-year, $500-billion deficit reduction plan by a 218-216 vote. (DEM: 217-41; REP: 0-175; IND: 1-0)

For — Right **Against — Wrong**

11. EDUCATION (GOALS 2000, H.R. 1804) — The House Oct. 13 passed a major education reform bill, 307-118, that sets skill and performance standards, and includes labor participation in developing those standards. (DEM: 249-2; REP 57-116; IND: 1-0)

For — Right **Against — Wrong**

12. BUDGET CUTS (Penny-Kasich amendment, H.R. 3400) — The House turned back a draconian $103-billion budget-cutting plan introduced as an amendment to a smaller administration budget recission bill that also contained most of Vice President Gore's National Performance Review/Reinventing Government proposals. Backed by conservative Democrats and most Republicans, the amendment failed by a 213-219 vote Nov. 22. (DEM: 57-200; REP: 156-18; IND: 0-1)

For — Wrong **Against — Right**

Senate

1. ECONOMIC STIMULUS (Cloture, H.R. 1335) — The Senate failed for the fourth and final time to invoke cloture and allow a vote on the economic stimulus package, which was the part of President Clinton's economic recovery plan geared to creating jobs in the near future. The motion failed April 21 by a 56-43 vote and the bill was pulled. (DEM: 56-1: REP 0-42)

For — Right **Against — Wrong**

2. HATCH ACT REFORM (Final passage, S. 185) After years of fruitless attempts, Congress finally agreed to free federal and postal employees from archaic political restraints (See House No. 2). The legislation won Senate approval, 68-31, on July 20. (DEM: 55-1; REP: 13-30)

For — Right **Against — Wrong**

3. DAVIS-BACON (Helpers and apprentices, H.R. 2518) — During consideration of the Labor/HHS appropriations bill, the Senate approved an amendment to maintain a one-year ban on Bush-era Department of Labor regulations authorizing low-wage helpers on Davis-Bacon projects and governing apprenticeship programs. The AFL-CIO supported the amendment and it was approved Sept. 28 by a 60-39 vote. (DEM: 53-2; REP: 7-37)

For — Right **Against — Wrong**

4. CARGO PREFERENCE (FY 94 Transportation Appropriations, H.R. 2750) — The Senate voted Oct. 5 to table (and thus killed) an amendment that would have placed severe restrictions on the nation's cargo preference program. The motion to table was approved 50-49. (DEM: 39-17; REP: 11-32)

For — Right **Against — Wrong**

5. UI EXTENSION (Means testing, H.R. 3167) — During consideration of legislation to extend emergency unemployment insurance for workers who have exhausted their 26 weeks of basic state benefits, an amendment was offered to deny those benefits to anyone who had earned more than $120,000 the previous year — imposing the first means test on any U.S. social insurance program. It was approved 52-43 on Oct. 27. (DEM: 13-42; REP: 39-1)

For — Wrong **Against — Right**

6. UI EXTENSION (Federal work force reduction, H.R. 3167) — During consideration of the conference report on legislation to extend the emergency UI program, a motion was made to recommit the bill with instructions to add an amendment to mandate a federal work force reduction of 252,000. The motion failed, 36-63, on Nov. 20. (DEM: 0-55; REP: 36-8)

For — Wrong **Against — Right**

7. NAFTA (H.R. 3450) — After a vigorous fight in the House (See House No. 7), the Senate approved the North American Free Trade Agreement by a 61-38 vote Nov. 20. (DEM: 27-28; REP: 34-10)

For — Wrong **Against — Right**

8. FAMILY AND MEDICAL LEAVE (S. 5) — The Family and Medical Leave Act of 1993, passed by the Senate Feb. 4 by a 71-27 vote, grants up to 12 weeks of unpaid leave to workers for the birth or adoption of a child or for the serious illness of the worker, a child, spouse or elderly parent. (DEM: 55-2; REP: 16-25)

For — Right **Against — Wrong**

9. "MOTOR VOTER" (National voter registration, cloture, S. 460) — A motion to shut off debate during a Republican-led filibuster of the legislation (see House No. 9) failed March 16 by a 59-41 vote. (DEM: 57-0; REP: 2-41)

For — Right **Against — Wrong**

10. CAMPAIGN FINANCE (PAC donations, S. 3) — Under the guise of ''campaign reform,'' the Senate approved an amendment to S. 3 to ban all donations from political action committees for Senate and House races. The amendment, opposed by the AFL-CIO, was approved 85-12 on May 26. (DEM: 45-9; REP: 40-3)

For — Wrong **Against — Right**

11. BUDGET RECONCILIATION (Conference report, H.R. 2264) — The Senate Aug. 6 approved the conference report of President Clinton's five-year plan to reduce the federal deficit by about $500 billion. The bill was approved 51-50, with Vice President Gore casting the tie-breaker. (DEM: 50-6; REP: 0-44)

For — Right **Against — Wrong**

HOW YOUR REPRESENTATIVES

	Extended UI Benefits	Hatch Act reform	Economic stimulus	Workplace Fairness	National service	ERISA pre-emption	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Budget reconciliation	Education	Budget cuts	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Alabama	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 Callahan (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	21	98	18
2 Everett (R)	R	R	W	W	W	W	R	3	4	W	W	W	W	W	3	9	25	3	9	25
3 Browder (D)	R	R	R	R	R	W	R	6	1	W	W	W	R	W	7	5	58	34	21	62
4 Bevill (D)	R	R	R	R	R	R	R	7	0	R	W	R	R	R	11	1	92	228	139	62
5 Cramer (D)	R	R	R	R	R	W	R	6	1	R	W	R	R	R	10	2	83	27	9	75
6 Bachus (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
7 Hilliard (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
Alaska																				
Young, Don (R)	R	A	W	R	R	R	R	5	1	R	W	W	R	W	7	4	64	139	166	46
Arizona																				
1 Coppersmith (D)	R	R	W	R	R	R	W	5	2	R	R	W	R	W	8	4	67	8	4	67
2 Pastor (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	25	3	89
3 Stump (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	17	243	7
4 Kyl (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	7	82	8
5 Kolbe (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	12	109	10
6 English, Karan (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
Arkansas																				
1 Lambert (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	W	9	3	75	9	3	75
2 Thornton (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	R	10	2	83	31	4	89
3 Hutchinson (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
4 Dickey (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	1	11	8
California																				
1 Hamburg (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
2 Herger (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	15	74	17
3 Fazio (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	198	25	89
4 Doolittle (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	4	31	11
5 Matsui (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	192	29	87
6 Woolsey (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
7 Miller, George (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	269	29	90
8 Pelosi (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	81	5	94
9 Dellums (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	331	24	93
10 Baker, Bill (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
11 Pombo (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
12 Lantos (D)	A	R	R	R	R	R	R	6	0	R	R	R	R	R	11	0	100	172	9	95
13 Stark (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	287	31	90
14 Eshoo (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
15 Mineta (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	276	31	90
16 Edwards, Don (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	378	22	95
17 Farr (D)	I	I	I	I	R	R	W	2	1	I	I	R	R	R	5	1	83	5	1	83
18 Condit (D)	R	R	W	R	R	R	R	6	1	R	W	W	R	W	8	4	67	42	11	79
19 Lehman (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	R	10	2	83	135	12	92
20 Dooley (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	W	8	4	67	26	10	72
21 Thomas, William (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	28	186	13
22 Huffington (R)	W	W	W	W	W	W	W	0	7	R	W	W	R	W	2	10	17	2	10	17
23 Gallegly (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	14	75	16
24 Beilenson (D)	R	W	R	R	R	R	W	5	2	R	W	R	R	R	9	3	75	195	68	74
25 McKeon (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	W	1	11	8	1	11	8
26 Berman (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	127	18	88
27 Moorhead (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	25	303	8
28 Dreier, David (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	3	180	2
29 Waxman (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	267	34	89
30 Becerra (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
31 Martinez (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	151	4	97
32 Dixon (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	209	8	96
33 Roybal-Allard (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
34 Torres (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	144	5	97
35 Waters (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	34	1	97
36 Harman (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
37 Tucker (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
38 Horn (R)	R	R	W	W	R	R	W	4	3	R	W	W	R	R	7	5	58	7	5	58
39 Royce (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
40 Lewis, Jerry (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	30	179	14
41 Kim (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
42 Brown, George (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	317	33	91
43 Calvert (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
44 McCandless (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	6	140	4
45 Rohrabacher (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	7	52	12
46 Dornan (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	20	203	9
47 Cox (R)	W	A	W	W	W	W	W	0	6	W	W	W	W	W	0	11	0	4	54	7
48 Packard (R)	W	W	W	W	A	W	W	0	6	W	W	W	W	W	0	11	0	10	137	7
49 Schenk (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
50 Filner (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
51 Cunningham (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	4	32	11
52 Hunter (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	37	142	21
Colorado																				
1 Schroeder (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	252	73	78
2 Skaggs (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	74	15	83
3 McInnis (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	1	11	8
4 Allard (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	1	33	3
5 Hefley (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	10	79	11
6 Schaefer (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	28	117	19
Connecticut																				
1 Kennelly (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	155	16	91
2 Gejdenson (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	178	7	96
3 DeLauro (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	34	2	94
4 Shays (R)	W	R	W	W	R	R	W	3	4	R	R	W	W	W	5	7	42	48	35	58
5 Franks, Gary (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	W	1	11	8	7	29	19
6 Johnson, Nancy (R)	W	R	W	W	R	R	W	3	4	R	A	W	R	W	5	6	45	72	77	48
Delaware																				
Castle (R)	A	R	W	W	W	W	W	1	5	R	W	W	R	W	3	8	27	3	8	27
Florida																				
1 Hutto (D)	W	R	W	W	W	W	W	1	6	W	W	W	R	R	3	9	25	80	139	37
2 Peterson, Pete (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	28	7	80
3 Brown, Corrine (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
4 Fowler (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
5 Thurman (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
6 Stearns (R)	W	W	W	W	W	W	R	1	6	W	W	W	R	W	2	10	17	8	49	14
7 Mica (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
8 McCollum (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	16	165	9
9 Bilirakis (R)	W	R	W	W	W	W	R	2	5	W	R	W	R	W	4	8	33	34	115	23
10 Young, Bill (R)	W	R	W	W	W	W	W	1	6	R	W	W	R	W	3	9	25	57	299	16
11 Gibbons (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	R	10	2	83	219	170	56
12 Canady (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
13 Miller (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	2	10	17
14 Goss (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	8	52	13
15 Bacchus (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	26	8	76
16 Lewis, Tom (R)	W	W	W	W	W	A	W	0	6	W	W	W	W	W	0	11	0	20	129	13
17 Meek (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
18 Ros-Lehtinen (R)	R	R	W	W	R	R	R	5	2	R	R	W	R	R	9	3	75	23	30	43
19 Johnston (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	49	10	83
20 Deutsch (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
21 Diaz-Balart (R)	R	R	W	R	R	R	R	6	1	R	R	W	R	R	10	2	83	10	2	83
22 Shaw (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	23	162	12
23 Hastings (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
Georgia																				
1 Kingston (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
2 Bishop (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
3 Collins (R)	R	R	W	W	W	W	R	3	4	W	W	W	W	W	3	9	25	3	9	25
4 Linder (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
5 Lewis, John (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	88	2	98
6 Gingrich (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	22	196	10
7 Darden (D)	R	R	R	W	R	R	W	5	2	W	R	R	R	R	9	3	75	71	65	52
8 Rowland (D)	R	R	W	W	R	R	W	4	3	W	W	W	R	W	5	7	42	69	80	46
9 Deal (D)	W	R	R	W	R	R	W	4	3	W	W	W	R	W	5	7	42	5	7	42
10 Johnson, Don (D)	W	R	R	W	R	R	W	4	3	W	R	R	R	W	7	5	58	7	5	58
11 McKinney (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
Hawaii																				
1 Abercrombie (D)	A	R	R	R	R	R	R	6	0	R	R	R	R	R	11	0	100	33	1	97
2 Mink (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	40	0	100

	Extended UI Benefits	Hatch Act reform	Economic stimulus	Workplace Fairness	National service	ERISA pre-emption	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Budget reconciliation	Education	Budget cuts	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Idaho	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 LaRocco (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	26	9	74
2 Crapo (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
Illinois																				
1 Rush (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
2 Reynolds (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
3 Lipinski (D)	R	R	R	R	R	R	R	7	0	R	W	W	R	R	10	2	83	125	19	87
4 Gutierrez (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
5 Rostenkowski (D)	R	A	R	R	R	R	W	5	1	R	R	R	R	R	10	1	91	353	55	87
6 Hyde (R)	W	R	W	W	W	W	W	1	6	R	W	W	W	W	2	10	17	50	258	16
7 Collins, Cardiss (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	298	13	96
8 Crane (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	18	322	5
9 Yates (D)	A	R	R	R	R	R	R	6	0	R	R	R	R	R	11	0	100	400	34	92
10 Porter (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	27	167	14
11 Sangmeister (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	51	8	86
12 Costello (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	58	6	91
13 Fawell (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	9	112	7
14 Hastert (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	12	78	13
15 Ewing (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	5	27	16
16 Manzullo (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
17 Evans (D)	A	R	R	R	R	R	R	6	0	R	R	R	R	R	11	0	100	144	6	96
18 Michel (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	51	376	12
19 Poshard (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	52	8	87
20 Durbin (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	133	18	88
Indiana																				
1 Visclosky (D)	R	R	R	R	R	R	R	7	0	R	W	R	R	R	11	1	92	109	12	90
2 Sharp (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	237	74	76
3 Roemer (D)	R	A	W	R	R	R	R	5	1	R	R	W	R	W	8	3	73	23	12	66
4 Long (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	W	10	2	83	44	14	76
5 Buyer (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	2	10	17
6 Burton (R)	W	R	W	W	W	W	R	2	5	W	W	W	W	W	2	10	17	19	129	13
7 Myers (R)	W	R	A	W	W	W	R	2	4	W	W	W	R	R	4	7	36	62	312	17
8 McCloskey (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	135	16	89
9 Hamilton (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	W	9	3	75	167	126	57
10 Jacobs (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	281	89	76
Iowa																				
1 Leach (R)	W	W	W	W	R	R	W	2	5	R	R	W	R	W	5	7	42	93	173	35
2 Nussle (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	W	1	11	8	5	31	14
3 Lightfoot (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	14	106	12
4 Smith, Neal (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	326	84	80
5 Grandy (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	19	71	21
Kansas																				
1 Roberts (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	10	173	5
2 Slattery (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	W	10	2	83	101	49	67
3 Meyers (R)	W	R	W	W	W	W	W	1	6	W	R	W	R	W	3	9	25	22	96	19
4 Glickman (D)	R	R	R	R	R	R	W	6	1	W	R	R	R	R	10	2	83	173	93	65
Kentucky																				
1 Barlow (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
2 Natcher (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	341	109	76
3 Mazzoli (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	230	119	66
4 Bunning (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	10	78	11
5 Rogers (R)	R	W	R	W	W	W	R	3	4	W	W	W	R	R	5	7	42	52	134	28
6 Baesler (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	W	9	3	75	9	3	75
Louisiana																				
1 Livingston (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	31	244	11
2 Jefferson (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	33	3	92
3 Tauzin (D)	R	R	W	W	W	W	R	3	4	W	R	W	R	W	5	7	42	78	103	43
4 Fields, Cleo (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
5 McCrery (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	6	62	9
6 Baker (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	10	76	12
7 Hayes (D)	R	R	W	W	R	R	W	4	3	W	R	W	R	W	6	6	50	54	33	62
Maine																				
1 Andrews, Thomas (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	34	2	94
2 Snowe (R)	R	W	W	W	R	W	R	3	4	R	W	W	R	W	5	7	42	105	119	47
Maryland																				
1 Gilchrest (R)	R	R	W	W	W	W	W	2	5	W	R	W	R	W	4	8	33	10	25	29
2 Bentley (R)	W	R	W	R	W	R	R	4	3	W	W	W	R	W	5	7	42	57	61	48
3 Cardin (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	83	7	92
4 Wynn (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
5 Hoyer (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	169	12	93
6 Bartlett (R)	W	R	W	W	A	W	R	2	4	W	W	W	W	W	2	9	18	2	9	18
7 Mfume (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	88	2	98
8 Morella (R)	R	R	W	W	R	R	W	4	3	R	R	W	R	R	8	4	67	56	34	62
Massachusetts																				
1 Olver (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	31	1	97
2 Neal, Richard (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	52	2	96
3 Blute (R)	R	W	W	W	R	R	R	4	3	R	W	W	R	W	6	6	50	6	6	50
4 Frank (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	169	16	91
5 Meehan (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	10	2	83
6 Torkildsen (R)	R	R	W	W	R	R	W	4	3	W	W	W	R	W	5	7	42	5	7	42
7 Markey (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	241	23	91
8 Kennedy (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	84	6	93
9 Moakley (D)	R	R	R	R	A	A	R	5	0	R	R	R	R	R	10	0	100	306	19	94
10 Studds (D)	R	R	R	R	R	R	W	6	1	R	A	R	R	R	10	1	91	305	29	91
Michigan																				
1 Stupak (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
2 Hoekstra (R)	R	W	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	1	11	8
3 Henry (R)	A	A	A	A	A	I	I	0	0	A	A	I	I	I	0	0	0	36	71	34
4 Camp (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	4	32	11
5 Barcia (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
6 Upton (R)	R	R	W	W	W	W	W	2	5	W	R	W	R	W	4	8	33	25	65	28
7 Smith, Nick (R)	W	W	W	W	W	A	W	0	6	W	W	W	R	W	1	10	9	1	10	9
8 Carr (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	R	11	1	92	232	52	82
9 Kildee (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	254	13	95
10 Bonior (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	245	14	95
11 Knollenberg (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
12 Levin (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	144	7	95
13 Ford, William (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	365	11	97
14 Conyers (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	327	26	93
15 Collins, Barbara (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	33	1	97
16 Dingell (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	394	31	93
Minnesota																				
1 Penny (D)	W	R	R	R	R	R	W	5	2	W	R	R	W	W	7	5	58	83	68	55
2 Minge (D)	W	R	R	R	R	R	R	6	1	R	R	W	R	W	9	3	75	9	3	75
3 Ramstad (R)	W	R	W	W	W	W	W	1	6	R	R	W	R	W	4	8	33	13	23	36
4 Vento (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	246	19	93
5 Sabo (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100

VOTED IN THE HOUSE IN 1993

	Extended UI Benefits	Hatch Act reform	Economic stimulus	Workplace Fairness	National service	ERISA pre-emption	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Budget reconciliation	Education	Budget cuts	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Mississippi	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 Whitten (D)	R	R	R	W	R	A	W	4	2	R	R	R	R	R	9	2	82	213	231	48
2 Thompson (D)	I	I	I	R	R	R	R	4	0	I	I	R	R	R	7	0	100	7	0	100
3 Montgomery (D)	W	R	W	W	R	W	W	2	5	W	R	W	R	R	5	7	42	64	311	17
4 Parker (D)	W	R	W	W	W	W	W	1	6	W	R	W	R	R	4	8	33	17	42	29
5 Taylor, Gene (D)	W	R	W	W	W	W	R	2	5	R	R	W	R	W	5	7	42	22	27	45
Missouri																				
1 Clay (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	317	14	96
2 Talent (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
3 Gephardt (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	213	38	85
4 Skelton (D)	R	R	R	R	A	R	W	5	1	W	R	R	A	R	8	2	80	171	82	68
5 Wheat (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	145	5	97
6 Danner (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	R	11	1	92	11	1	92
7 Hancock (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	5	55	8
8 Emerson (R)	R	R	W	W	W	W	W	2	5	W	W	W	W	W	2	10	17	44	139	24
9 Volkmer (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	195	68	74
Montana																				
Williams (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	193	24	89
Nebraska																				
1 Bereuter (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	46	179	20
2 Hoagland (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	50	10	83
3 Barrett (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	4	32	11
Nevada																				
1 Bilbray (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	79	11	88
2 Vucanovich (R)	W	R	W	W	W	W	R	2	5	W	W	W	W	W	2	10	17	16	133	11
New Hampshire																				
1 Zeliff (R)	W	R	W	W	W	A	W	1	5	W	W	W	W	W	1	10	9	5	30	14
2 Swett (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	W	10	2	83	31	5	86
New Jersey																				
1 Andrews, Robert (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	W	10	2	83	31	5	86
2 Hughes (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	241	69	78
3 Saxton (R)	W	R	W	W	W	R	R	3	4	R	W	W	R	W	5	7	42	44	76	37
4 Smith, Christopher (R)	R	R	W	R	R	R	R	6	1	R	R	W	W	W	8	4	67	134	52	72
5 Roukema (R)	R	A	W	W	W	R	W	2	4	R	W	W	W	W	3	8	27	65	117	36
6 Pallone (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	R	11	1	92	53	7	88
7 Franks (R)	W	R	W	R	R	R	W	4	3	R	R	W	W	W	6	6	50	6	6	50
8 Klein (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	R	11	1	92	11	1	92
9 Torricelli (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	135	8	94
10 Payne, Donald (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	56	1	98
11 Gallo (R)	R	R	W	W	W	R	W	3	4	W	W	W	R	W	4	8	33	41	78	34
12 Zimmer (R)	W	R	W	W	W	R	W	2	5	R	R	W	W	W	4	8	33	14	22	39
13 Menendez (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
New Mexico																				
1 Schiff (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	W	1	11	8	17	43	28
2 Skeen (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	R	2	10	17	26	160	14
3 Richardson (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	134	16	89
New York																				
1 Hochbrueckner (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	86	3	97
2 Lazio (R)	W	R	W	R	R	R	W	4	3	R	W	W	R	R	7	5	58	7	5	58
3 King (R)	W	R	W	R	R	R	W	4	3	W	W	W	W	R	5	7	42	5	7	42
4 Levy (R)	W	R	W	R	R	R	W	4	3	W	W	W	W	R	5	7	42	5	7	42
5 Ackerman (D)	A	R	R	R	R	R	R	6	0	R	R	R	A	R	10	0	100	141	2	99
6 Flake (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	84	3	97
7 Manton (D)	R	R	R	R	R	R	R	7	0	R	R	R	A	R	11	0	100	111	6	95
8 Nadler (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
9 Schumer (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	164	15	92
10 Towns (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	138	3	98
11 Owens (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	143	2	99
12 Velazquez (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
13 Molinari (R)	R	R	W	W	W	R	W	3	4	R	W	W	R	W	5	7	42	23	23	50
14 Maloney (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
15 Rangel (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	R	11	0	100	327	18	95
16 Serrano (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	43	1	98
17 Engel (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	57	1	98
18 Lowey (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	58	2	97
19 Fish (R)	R	R	W	R	R	R	W	5	2	R	R	W	R	W	8	4	67	178	182	49
20 Gilman (R)	R	R	W	R	R	R	R	6	1	R	R	W	R	R	10	2	83	253	77	77
21 McNulty (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	57	2	97
22 Solomon (R)	A	R	W	A	W	R	R	3	2	R	W	W	W	W	4	6	40	61	154	28
23 Boehlert (R)	R	R	R	R	R	R	W	6	1	R	R	W	R	R	10	2	83	106	45	70
24 McHugh (R)	R	R	W	R	R	R	R	6	1	R	W	W	W	W	7	5	58	7	5	58
25 Walsh (R)	R	R	R	W	R	W	R	5	2	R	R	W	R	W	8	4	67	31	29	52
26 Hinchey (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
27 Paxon (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	8	52	13
28 Slaughter (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	85	4	96
29 LaFalce (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	256	47	84
30 Quinn (R)	R	R	W	R	R	R	R	6	1	R	W	W	R	W	8	4	67	8	4	67
31 Houghton (R)	W	R	W	W	R	R	W	3	4	W	W	W	R	W	4	8	33	34	54	39
North Carolina																				
1 Clayton (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
2 Valentine (D)	W	A	W	W	A	W	W	0	5	W	W	R	R	R	3	7	30	66	83	44
3 Lancaster (D)	R	R	R	W	W	R	R	5	2	W	R	R	R	W	8	4	67	54	36	60
4 Price (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	74	16	82
5 Neal, Stephen (D)	R	R	W	W	R	R	W	4	3	R	R	R	A	R	8	3	73	164	132	55
6 Coble (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	19	102	16
7 Rose (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	212	99	68
8 Hefner (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	176	121	59
9 McMillan (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	22	99	18
10 Ballenger (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	12	76	14
11 Taylor, Charles (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	6	30	17
12 Watt (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
North Dakota																				
Pomeroy (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
Ohio																				
1 Mann (D)	W	R	W	R	R	A	W	3	3	R	R	W	R	W	6	5	55	6	5	55
2 Portman (R)	I	I	I	W	W	W	W	0	4	I	I	W	W	W	0	7	0	0	7	0
3 Hall, Tony (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	A	11	0	100	177	41	81
4 Oxley (R)	A	R	W	W	W	W	W	1	5	W	W	W	W	W	1	10	9	15	164	8
5 Gillmor (R)	A	R	W	W	W	W	W	1	5	R	A	W	R	W	3	7	30	14	44	24
6 Strickland (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
7 Hobson (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	9	27	25
8 Boehner (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	2	34	6
9 Kaptur (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	134	12	92
10 Hoke (R)	W	R	W	W	W	W	R	2	5	R	W	W	W	W	3	9	25	3	9	25
11 Stokes (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	330	17	95
12 Kasich (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	24	126	16
13 Brown, Sherrod (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
14 Sawyer (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	82	8	91
15 Pryce (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	1	11	8
16 Regula (R)	W	R	W	R	W	R	R	4	3	R	W	W	R	W	6	6	50	128	209	38
17 Traficant (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	R	11	1	92	116	3	97
18 Applegate (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	211	56	79
19 Fingerhut (D)	R	R	R	R	R	R	R	7	0	R	R	R	W	W	10	2	83	10	2	83
Oklahoma																				
1 Inhofe (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	13	74	15
2 Synar (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	150	73	67
3 Brewster (D)	R	R	W	W	R	R	W	4	3	W	W	W	R	R	6	6	50	20	16	56
4 McCurdy (D)	W	R	R	W	A	R	W	3	3	R	R	W	R	W	6	5	55	85	89	49
5 Istook (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
6 English, Glenn (D)	W	R	W	W	R	R	W	3	4	R	R	W	R	R	7	5	58	114	198	37
Oregon																				
1 Furse (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
2 Smith, Robert F. (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	22	129	15
3 Wyden (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	151	33	82
4 DeFazio (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	80	8	91
5 Kopetski (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	29	7	81

	Extended UI Benefits	Hatch Act reform	Economic stimulus	Workplace Fairness	National service	ERISA pre-emption	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Budget reconciliation	Education	Budget cuts	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Pennsylvania	1	2	3	4	5	6	7	R	W	8	9	10	11	12	R	W	%	R	W	%
1 Foglietta (D)	R	W	R	R	R	R	R	6	1	R	R	R	R	R	11	1	92	170	7	96
2 Blackwell (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	27	0	100
3 Borski (D)	R	R	R	R	R	R	R	7	0	R	R	R	A	R	11	0	100	141	6	96
4 Klink (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
5 Clinger (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	A	2	9	18	81	138	37
6 Holden (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
7 Weldon (R)	W	R	W	R	R	R	R	5	2	R	W	W	A	W	6	5	55	49	34	59
8 Greenwood (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	W	1	11	8	1	11	8
9 Shuster (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	59	266	18
10 McDade (R)	A	A	W	R	R	R	W	3	2	R	W	W	A	R	5	4	56	263	123	68
11 Kanjorski (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	110	11	91
12 Murtha (D)	R	R	R	R	R	R	R	7	0	R	R	R	A	R	11	0	100	278	39	88
13 Margolies-Mezvinsky(D)	R	R	W	R	R	R	R	6	1	R	R	R	R	W	10	2	83	10	2	83
14 Coyne (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	178	8	96
15 McHale (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	11	1	92
16 Walker (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	35	232	13
17 Gekas (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	25	125	17
18 Santorum (R)	W	R	W	R	R	R	R	5	2	W	R	W	W	W	6	6	50	18	18	50
19 Goodling (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	79	219	27
20 Murphy (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	W	11	1	92	215	45	83
21 Ridge (R)	R	R	W	W	W	R	W	3	4	W	W	W	W	W	3	9	25	79	71	53
Rhode Island																				
1 Machtley (R)	R	R	W	W	R	R	W	4	3	R	R	W	R	R	8	4	67	33	27	55
2 Reed (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	34	2	94
South Carolina																				
1 Ravenel (R)	W	R	W	W	W	W	R	2	5	R	W	W	R	W	4	8	33	36	54	40
2 Spence (R)	W	R	W	W	W	W	R	2	5	W	W	W	W	W	2	10	17	62	287	18
3 Derrick (D)	R	R	R	W	R	R	R	6	1	R	R	R	R	R	11	1	92	179	126	59
4 Inglis (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	W	1	11	8	1	11	8
5 Spratt (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	R	10	2	83	98	51	66
6 Clyburn (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
South Dakota																				
Johnson, Timothy P.(D)	W	R	R	R	R	R	R	6	1	R	R	R	R	R	11	1	92	75	15	83
Tennessee																				
1 Quillen (R)	W	R	A	W	W	W	W	1	5	W	A	W	R	R	3	7	30	76	314	19
2 Duncan, Jr. (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	18	42	30
3 Lloyd (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	R	10	2	83	185	116	61
4 Cooper (D)	A	R	R	W	R	R	W	4	2	R	R	R	R	W	8	3	73	97	51	66
5 Clement (D)	W	R	R	R	R	R	W	5	2	R	R	W	R	R	9	3	75	54	15	78
6 Gordon (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	99	20	83
7 Sundquist (R)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	25	122	17
8 Tanner (D)	R	R	R	R	R	W	W	5	2	R	R	R	R	W	9	3	75	36	24	60
9 Ford, Harold (D)	A	A	A	R	R	R	W	3	1	A	A	R	R	R	6	1	86	159	21	88
Texas																				
1 Chapman (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	R	10	2	83	74	39	65
2 Wilson (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	220	89	71
3 Johnson, Sam (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	3	32	9
4 Hall, Ralph (D)	W	R	W	W	W	W	R	2	5	W	R	W	R	W	4	8	33	62	118	34
5 Bryant (D)	R	A	R	R	R	R	W	5	1	R	R	R	R	R	10	1	91	134	11	92
6 Barton (R)	A	W	A	W	W	W	W	0	5	W	A	W	W	W	0	9	0	7	108	6
7 Archer (R)	W	W	W	W	W	W	W	0	7	W	A	W	W	W	0	11	0	16	341	4
8 Fields, Jack (R)	W	A	W	W	W	W	W	0	6	W	A	W	W	W	0	10	0	14	170	8
9 Brooks (D)	A	R	R	R	R	R	R	6	0	R	R	R	R	R	11	0	100	338	93	78
10 Pickle (D)	R	R	R	W	R	W	W	4	3	R	R	R	R	R	9	3	75	213	176	55
11 Edwards, Chet (D)	W	R	R	R	R	R	W	5	2	R	R	W	R	W	8	4	67	26	10	72
12 Geren (D)	R	R	W	W	W	W	W	2	5	W	R	W	R	W	4	8	33	25	27	48
13 Sarpalius (D)	R	R	R	R	R	W	W	5	2	W	R	R	R	R	9	3	75	30	29	51
14 Laughlin (D)	W	R	R	R	R	W	W	4	3	W	A	W	R	W	5	6	45	26	27	49
15 De La Garza (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	R	10	2	83	234	138	63
16 Coleman (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	130	18	88
17 Stenholm (D)	W	R	W	W	W	W	W	1	6	W	W	W	R	W	2	10	17	43	178	19
18 Washington (D)	R	R	R	R	A	R	R	6	0	R	R	R	R	R	11	0	100	43	2	96
19 Combest (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	R	1	11	8	15	106	12
20 Gonzalez (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	372	35	91
21 Smith, Lamar (R)	W	W	W	W	W	W	W	0	7	R	W	W	W	W	1	11	8	15	73	17
22 De Lay (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	4	115	3
23 Bonilla (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	0	12	0
24 Frost (D)	R	R	R	R	A	R	W	5	1	R	R	R	R	R	10	1	91	173	38	82
25 Andrews, Mike (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	96	52	65
26 Armey (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	3	118	2
27 Ortiz (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	R	10	2	83	121	24	83
28 Tejeda (D)	R	R	R	W	R	R	W	5	2	R	R	R	R	R	10	2	83	10	2	83
29 Green (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
30 Johnson, Eddie (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
Utah																				
1 Hansen (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	8	170	4
2 Shepherd (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
3 Orton (D)	R	R	W	R	R	R	R	6	1	W	R	W	R	W	8	4	67	17	19	47
Vermont																				
Sanders (I)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	36	0	100
Virginia																				
1 Bateman (R)	W	W	W	W	W	W	W	0	7	W	W	W	R	W	1	11	8	16	134	11
2 Pickett (D)	W	R	W	W	R	R	W	3	4	W	W	W	R	R	5	7	42	54	36	60
3 Scott (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
4 Sisisky (D)	R	R	W	W	R	R	R	5	2	W	R	R	R	R	9	3	75	96	53	64
5 Payne, Lewis (D)	R	R	R	W	W	W	W	3	4	W	R	R	R	W	6	6	50	34	31	52
6 Goodlatte (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	W	1	11	8	1	11	8
7 Bliley (R)	W	R	W	W	W	R	W	2	5	W	W	W	W	W	2	10	17	25	161	13
8 Moran (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	29	6	83
9 Boucher (D)	R	R	R	A	R	R	R	6	0	R	R	R	R	R	11	0	100	122	24	84
10 Wolf (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	W	0	12	0	32	153	17
11 Byrne (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	12	0	100
Washington																				
1 Cantwell (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	W	10	2	83	10	2	83
2 Swift (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	188	36	84
3 Unsoeld (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	57	1	98
4 Inslee (D)	W	R	R	R	R	R	W	5	2	R	R	W	R	W	8	4	67	8	4	67
5 Foley (D)	S	S	S	S	S	S	W	0	1	S	S	R	S	R	2	1	67	272	67	80
6 Dicks (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	220	41	84
7 McDermott (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	54	6	90
8 Dunn (R)	W	W	W	W	W	W	W	0	7	W	A	W	W	W	0	11	0	0	11	0
9 Kreidler (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	R	11	1	92	11	1	92
West Virginia																				
1 Mollohan (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	142	8	95
2 Wise (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	141	8	95
3 Rahall (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	234	25	90
Wisconsin																				
1 Barca (D)	I	I	I	R	R	R	R	4	0	I	I	R	R	W	6	1	86	6	1	86
2 Klug (R)	W	R	W	W	W	W	W	1	6	R	R	W	R	W	4	8	33	12	24	33
3 Gunderson (R)	W	R	W	W	R	R	W	3	4	W	R	W	R	W	5	7	42	55	127	30
4 Kleczka (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	R	12	0	100	112	19	85
5 Barrett, Thomas (D)	R	R	R	R

HOW YOUR SENATORS VOTED

	Economic stimulus	Hatch Act reform	Davis-Bacon	Cargo preference	UI (means testing)	UI (work force reduction)	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Campaign finance	Budget reconciliation	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Alabama	1	2	3	4	5	6	7	R	W	8	9	10	11	R	W	%	R	W	%
Heflin (D)	R	R	R	R	R	R	R	7	0	W	R	A	R	9	1	90	144	76	65
Shelby (D)	W	R	R	R	R	R	R	6	1	R	R	W	W	8	3	73	58	20	74
Alaska																			
Murkowski (R)	W	A	W	R	W	W	W	1	5	R	W	W	W	2	8	20	45	131	26
Stevens (R)	W	R	R	R	W	R	R	5	2	R	W	W	W	6	5	55	144	190	43
Arizona																			
DeConcini (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	162	86	65
McCain (R)	W	R	W	W	W	W	W	1	6	R	W	W	W	2	9	18	14	64	18
Arkansas																			
Bumpers (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	8	3	73	199	97	67
Pryor (D)	R	R	A	W	R	R	W	4	2	R	R	W	R	7	3	70	134	78	63
California																			
Boxer (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	10	1	91
Feinstein (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	11	0	100	11	0	100
Colorado																			
Brown (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	5	30	14
Campbell (D)	R	R	R	W	A	R	R	5	1	R	R	W	R	8	2	80	8	2	80
Connecticut																			
Dodd (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	165	14	92
Lieberman (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	45	9	83
Delaware																			
Biden (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	10	1	91	245	53	82
Roth (R)	W	W	W	W	R	W	W	1	6	R	W	W	W	2	9	18	69	271	20
Florida																			
Graham (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	61	17	78
Mack (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	10	43	19
Georgia																			
Coverdell (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	0	11	0
Nunn (D)	R	R	W	W	R	R	W	4	3	R	R	W	W	6	5	55	150	184	45
Hawaii																			
Akaka (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	39	4	91
Inouye (D)	R	R	R	R	R	R	R	7	0	R	R	A	R	10	0	100	312	35	90
Idaho																			
Craig (R)	W	R	W	W	W	W	R	2	5	W	W	W	W	2	9	18	7	28	20
Kempthorne (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	1	10	9	1	10	9
Illinois																			
Moseley-Braun (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	8	3	73	8	3	73
Simon (D)	R	R	R	W	W	R	W	4	3	R	R	W	R	7	4	64	89	16	85
Indiana																			
Coats (R)	W	W	W	W	W	W	W	0	7	R	W	R	W	2	9	18	13	41	24
Lugar (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	28	233	11
Iowa																			
Grassley (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	33	153	18
Harkin (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	8	3	73	98	12	89
Kansas																			
Dole (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	55	288	16
Kassebaum (R)	W	R	W	W	W	R	W	2	5	W	W	W	W	2	9	18	43	174	20
Kentucky																			
Ford (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	234	66	78
McConnell (R)	W	W	W	A	W	W	W	0	6	W	W	W	W	0	10	0	19	92	17
Louisiana																			
Breaux (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	62	15	81
Johnston (D)	R	R	R	R	R	R	W	6	1	R	R	W	W	8	3	73	166	136	55
Maine																			
Cohen (R)	W	W	W	R	W	R	R	3	4	R	W	W	W	4	7	36	84	137	38
Mitchell (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	168	28	86
Maryland																			
Mikulski (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	11	0	100	70	5	93
Sarbanes (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	246	11	96
Massachusetts																			
Kennedy (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	331	28	92
Kerry (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	103	10	91
Michigan																			
Levin (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	205	18	92
Riegle (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	239	18	93
Minnesota																			
Durenberger (R)	W	R	R	W	A	W	W	2	4	R	W	W	W	3	7	30	95	116	45
Wellstone (D)	R	R	R	W	R	R	R	6	1	R	R	W	R	9	2	82	30	5	86
Mississippi																			
Cochran (R)	W	W	W	R	W	W	W	1	6	W	W	W	W	1	10	9	35	184	16
Lott (R)	W	W	W	R	W	W	W	1	6	W	W	W	W	1	10	9	10	43	19
Missouri																			
Bond (R)	W	W	W	W	A	W	W	0	6	R	W	W	W	1	9	10	17	53	24
Danforth (R)	W	W	W	W	W	R	W	1	6	R	W	R	W	3	8	27	79	180	31
Montana																			
Baucus (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	8	3	73	163	57	74
Burns (R)	W	W	W	W	W	W	R	1	6	R	W	W	W	2	9	18	8	46	15
Nebraska																			
Exon (D)	R	R	R	W	W	R	R	5	2	R	R	W	R	8	3	73	114	98	54
Kerrey (D)	R	R	R	W	W	R	W	4	3	R	R	W	R	7	4	64	40	10	80

	Economic stimulus	Hatch Act reform	Davis-Bacon	Cargo preference	UI (means testing)	UI (work force reduction)	NAFTA	Labor Votes		Family and medical leave	"Motor Voter"	Campaign finance	Budget reconciliation	Total All Votes 1993		1993 Right Percentage	Lifetime Total		Lifetime Right Percentage
Nevada	1	2	3	4	5	6	7	R	W	8	9	10	11	R	W	%	R	W	%
Bryan (D)	R	R	R	R	W	R	R	6	1	R	R	W	W	8	3	73	43	11	80
Reid (D)	R	R	R	R	W	R	R	6	1	R	R	W	R	9	2	82	65	11	86
New Hampshire																			
Gregg (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	0	11	0
Smith (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	1	10	9	6	29	17
New Jersey																			
Bradley (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	182	34	84
Lautenberg (D)	R	R	R	R	R	R	R	7	0	R	R	W	W	9	2	82	126	14	90
New Mexico																			
Bingaman (D)	R	R	R	R	W	R	W	5	2	R	R	W	R	8	3	73	114	27	81
Domenici (R)	W	W	W	W	W	R	W	1	6	W	W	W	W	1	10	9	72	243	23
New York																			
D'Amato (R)	W	R	R	R	A	W	R	4	2	R	W	W	W	5	5	50	91	90	50
Moynihan (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	233	23	91
North Caroling																			
Faircloth (R)	W	W	W	W	W	W	R	1	6	W	W	W	W	1	10	9	1	10	9
Helms (R)	W	W	W	W	W	W	R	1	6	W	W	R	W	2	9	18	31	286	10
North Dakota																			
Conrad (D)	R	R	R	W	W	R	R	5	2	R	R	R	R	9	2	82	63	15	81
Dorgan (D)	R	R	R	W	W	A	A	3	2	R	R	R	R	7	2	78	7	2	78
Ohio																			
Glenn (D)	R	R	R	W	W	R	R	5	2	R	R	W	R	8	3	73	234	58	80
Metzenbaum (D)	R	R	R	R	W	R	R	6	1	R	R	W	R	9	2	82	251	17	94
Oklahoma																			
Boren (D)	R	W	W	W	W	R	W	2	5	R	R	W	W	4	7	36	93	126	42
Nickles (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	9	176	5
Oregon																			
Hatfield (R)	W	R	R	R	W	W	W	3	4	R	R	W	W	5	6	45	179	166	52
Packwood (R)	W	R	R	R	W	W	W	3	4	R	W	W	W	4	7	36	163	183	47
Pennsylvania																			
Specter (R)	W	R	R	R	W	R	W	4	3	R	W	W	W	5	6	45	126	58	68
Wofford (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	29	3	91
Rhode Island																			
Chafee (R)	W	R	W	W	W	R	W	2	5	R	W	W	W	3	8	27	114	145	44
Pell (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	356	37	91
South Carolina																			
Hollings (D)	R	R	R	R	R	R	R	7	0	W	R	R	R	10	1	91	211	140	60
Thurmond (R)	W	W	W	W	W	W	R	1	6	A	W	W	W	1	9	10	53	377	12
South Dakota																			
Daschle (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	10	1	91	64	13	83
Pressler (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	60	147	29
Tennessee																			
Mathews (D)	R	R	R	W	R	R	W	5	2	R	R	W	R	8	3	73	8	3	73
Sasser (D)	R	R	R	R	W	R	R	6	1	R	R	W	R	9	2	82	206	49	81
Texas																			
Gramm (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	6	106	5
Hutchison (R)	I	W	W	W	W	W	W	0	6	I	I	I	W	0	7	0	0	7	0
Utah																			
Bennett (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	0	11	0
Hatch (R)	W	W	W	W	W	W	W	0	7	W	W	W	W	0	11	0	34	221	13
Vermont																			
Jeffords (R)	W	R	W	W	A	R	W	2	4	R	R	W	W	4	6	40	23	27	46
Leahy (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	252	47	84
Virginia																			
Robb (D)	R	R	R	R	R	R	W	6	1	R	R	W	R	9	2	82	39	15	72
Warner (R)	W	R	W	W	W	W	W	1	6	W	W	W	W	1	10	9	41	184	18
Washington																			
Gorton (R)	W	R	R	R	W	W	W	3	4	W	W	W	W	3	8	27	11	42	21
Murray (D)	R	R	R	R	R	R	W	6	1	R	R	R	R	10	1	91	10	1	91
West Virginia																			
Byrd (D)	R	R	R	R	R	R	R	7	0	R	R	R	R	11	0	100	323	105	75
Rockefeller (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	100	13	88
Wisconsin																			
Feingold (D)	R	R	R	R	R	R	R	7	0	R	R	W	R	10	1	91	10	1	91
Kohl (D)	R	R	R	W	W	R	R	5	2	R	R	W	R	8	3	73	40	14	74
Wyoming																			
Simpson (R)	A	W	W	W	W	W	W	0	6	W	W	W	W	0	10	0	17	203	8
Wallop (R)	W	W	W	R	W	W	W	1	6	A	W	W	W	1	9	10	24	228	10

Key:

R = Voted right
W = Voted wrong
A = Absent, did not vote or make position known
S = Speaker
I = Not in office

UNION NEWS

New year brings renewal of Steelworker jobs

By James B. Parks

The New Year opened on a joyous note for Steelworkers at two shut-down Bethlehem Steel Corp. mills after negotiators reached an agreement to reopen the plants under a new ownership arrangement that eventually will give workers a 26 percent equity stake in the operations.

Veritas Capital Inc., a New York-based merchant banking firm, will purchase major portions of Bethlehem Steel Corp.'s former bar, rod and wire division. The mills, which were shut down in 1992, are expected to start up again in mid-1994, reviving about 1,000 jobs at a plant in Johnstown, Pa., and 250 jobs in Lackawanna, N.Y.

The amount of the purchase was not revealed. To assist in financing the deal, the states of New York and Pennsylvania are providing about $17 million and $35 million in loans, respectively.

''For more than a year and a half, since Bethlehem closed these units, our members have held out hopes that their jobs might be restored,'' USWA President Lynn Williams said. ''Our union never gave up hope either.''

Williams credited ''a lot of hard work and a magnificent spirit of cooperation'' between the union, Veritas, Bethlehem and the states of Pennsylvania and New York.

''This is a classic example of our union saying it won't let a plant die and jobs be lost without a fight,'' said Andrew ''Lefty'' Palm, director of USWA District 15. ''We proved it can be done.''

''This example of labor and management working together shows what can be done,'' when all sides join together, said USWA District 14 Director Louis J. Thomas. Palm and Thomas led the team that negotiated a new five-year labor agreement with Veritas.

Under the agreement, workers will gain 20 percent of the company's stock through an employee stock ownership plan beginning in the fourth year, with another 6 percent in the fifth year.

The union also will have two seats on the new company's board of directors.

The new company, BRW Steel Corp., will hire new employees from among former Bethlehem workers by seniority.

There also will be protections against contracting out of union work similar to those in USWA contracts with other steel companies.

Veritas agreed to a neutrality clause stating that it would not oppose union organizing efforts at any other units and that union recognition will be extended without an election whenever the union obtains representation cards from a majority of eligible workers.

The economic package holds down labor costs in the first three years, Palm said. During this time, Veritas has promised to invest $120 million to modernize the mills, he said.

Total labor costs are to be $16 per hour with wages ranging between $9 and $12 in the first year, $16.25 in the second and $16.50 in the third, Palm said.

The scale will jump to $21 per hour the fourth year and to $23 per hour in the last year. Because the value of the ESOP is expected to be about $6 per hour, the total package in the last two years of the agreement should be comparable to those at other steel plants, which average about $28 per hour.

About 1,700 Steelworkers lost their jobs when Bethlehem closed the bar, rod and wire divisions. Veritas emerged as a potential buyer of the mills as the result of a search mounted by the USWA after the union rejected an inadequate proposal by the Ispat Group of Indonesia in early 1993.

Three-way negotiations among the union, Veritas and Bethlehem began in May, with the assistance of an investment consulting firm retained by the USWA.

BARGAINING

UAW strikes GM plant

Some 2,400 members of the UAW walked out at General Motors Corp.'s small truck assembly plant in Shreveport, La., over local issues not covered in the union's national agreement.

The dispute at Shreveport, where the Chevrolet S-10 and GMC Sonoma compact pickups are assembled, is one of several unresolved local agreements at GM truck plants, the union said.

GM also announced it is closing its Bristol, Conn., bearing factory, throwing more than 500 people out of work. A bid by workers to buy the 105-year-old plant was rejected.

N.J. nurses raise stakes

In an effort to gain a fair contract, the New Jersey AFL-CIO and AFT's Hospital Professionals and Allied Employees is campaigning statewide to draw attention to the Jersey Shore Medical Center's attitude toward its work force.

About 600 members of HPAE Local 5058 have been on strike against the facility since Dec. 4. The information campaign includes two Jersey Shore subsidiaries, QualCare PPO and Modern Health Affiliates.

''Jersey Shore isn't a fit place to work, and it isn't a fit place to receive medical care,'' said New Jersey AFL-CIO President Charles Marciante. ''The hospital became a leading labor abuser by formally threatening to 'permanently replace' strikers.''

The major issue is the company's demand to scrap the current system of across-the-board pay raises for nurses with extra pay based on seniority and credentials. They would replace it with a so-called merit pay system that would grant raises on the whims of supervisors and other criteria open to favoritism, union officials said.

UMWA, Cyprus in accord

The Mine Workers reached agreement with the Cyprus Amax Minerals Co. on a five-year contract covering 2,500 workers.

The pact is ''essentially the same'' as that signed with the Bituminous Coal Operators Association, said union spokesman Jim Grossfeld. Cyprus Amax was not one of the 44 companies represented by the BCOA.

The BCOA and Cyprus agreements contain the same wage and benefit increases, and job security and job opportunity enhancements, with various effective dates.



John Robson/IBT

Frionor USA workers, members of Teamsters Local 59, protest attempts by the fish processing plant's Norwegian owners to enforce unfair work rules at the New Bedford, Mass., plant. The union and community leaders also wrote an open letter to the company, which ran in a Oslo newspaper.

ACTWU gains contract at Fieldcrest

Clothing and Textile Workers at Fieldcrest approved a new three-year contract that includes a partial back-pay settlement and more control over the workplace environment.

The agreement covers some 4,000 workers at eight plants in four states and addresses non-economic issues. Wages and benefits are negotiated separately in annual contract reopeners.

The agreement allows piece-rate workers access to information on production rates and workloads needed to protect their earnings level. It also restricts mandatory overtime and provides a new overtime rate schedule for workers in Columbus, Ga.

The workers also will receive a 1 percent wage adjustment as partial settlement of a 1991 back-pay complaint by the union against Fieldcrest. The case is still before a National Labor Relations Board administrative law judge, and negotiations to settle the remaining half of the $2.3 million dispute are continuing.

Meanwhile, about 160 unfair labor practice charges still are pending against the company, including those related to the back-pay issue. Other charges are pending against the Fieldcrest Cannon plants near Kannapolis, N.C., following ACTWU's efforts in 1992 to organize some 7,000 workers.

The new contract covers three facilities in Eden, N.C., two in Columbus, Ga., two in Fieldale, Va., and one in Phoenix, Ala.

Green Giant dumps workers in former valley

By Muriel H. Cooper

For 220 employees of Green Giant, the week of Jan. 17 is their last at work in the Watsonville, Calif., plant. Ironically, most of them are losing their jobs to their native homeland, Mexico — a place they left to pursue better opportunities.

Watsonville, once the frozen food capital of the world, has defrosted, leaving behind a soggy trail of unemployment and spoiling the dreams of hundreds of families.

Since 1983, Green Giant has systematically closed 11 plants and relocated to Mexico. The Teamsters local has lost more than 1,000 jobs at Green Giant alone, and an additional 4,000 other jobs have been lost in the frozen vegetable industry.

The average Green Giant worker is 48 years old and worked for the company up to 32 years.

Future job prospects for these workers are bleak, said IBT Local 912 Secretary-Treasurer Sergio Lopez. "They can't consider going back to Mexico where they will only be paid $5.76 a day. They are torn between trying to be seasonal workers so they can get the hours they need to avoid having their pension benefits penalized, or going to school for retraining.

"The retraining process is a two-year program. By that time they will be 50," he said. "And while there are laws against age discrimination, in the real world there aren't too many companies that are going to hire a 50-year-old worker. It's a nightmare."

> *"While there are laws against age discrimination, in the real world there aren't too many companies that are going to hire a 50-year-old worker. It's a nightmare."*
>
> **— Sergio Lopez**
> **IBT Local 912 secretary-treasurer**

IBT President Ron Carey used Green Giant as an example of what is wrong with the North American Free Trade Agreement. "When the pro-NAFTA crowd promised retraining would solve the problems of job losses, we said 'retraining for what?' The Green Giant example shows us we have to fight to keep the jobs we have."

Lopez encouraged the company to sell the plant to another food packer, to preserve jobs of those who could perform the same task. But the company finally sold the plant to S. Martinelli & Co., an apple juice bottler, which will use it for storage facilities.

"They said they cared about their employees, but in the end Green Giant said they would sell to the highest bidder," Lopez said. "Unfortunately, the word of this company is no good. We have a long history of them saying one thing and doing another."

A case in point was Green Giant's practice of burying the country of origin information on the back of the package in tiny type. The "American Mixtures" blends that include "San Francisco," "Manhattan" and "Heartland" vegetables are produced in Mexico.

The U.S. Customs Service recently upheld the union's position that the Tariff Act of 1930 gives consumers a right to conspicuous labeling on the front of frozen food packages indicating when food is imported from another country.

"Companies don't want consumers to know that their food is being produced in countries like Mexico where workers are paid as little as $4 a day and rules on water quality and pesticide use are not enforced," Carey said. "This ruling will help bring their shameful cover-up practices out in the open."

UNION NEWS

Teamsters to vote on dues

The Teamsters will conduct a mail referendum on whether to raise dues under a plan approved Jan. 5 by the union's executive board.

The IBT per capita payment to the international is $3.70 a month and has not been raised since 1983. IBT President Ron Carey said the increase is needed to maintain strike benefits, which were raised by the 1991 convention from $55 a week to $200 a week, and to finance bargaining programs.

The ballots could go out as soon as February, after the executive board determines a formula for the proposed increase.

Oregon fills board slots

Delegates to the Oregon AFL-CIO convention elected Diane Rosenbaum, Marlin Aerni and Gene Pronovost to fill positions created when the state federation passed a constitutional amendment to expand the executive board from 23 to 26 members.

The 500 delegates also voted not to take a position on a special election ballot that would increase the state sales tax.

Guest speakers included Oregon Gov. Barbara Roberts (D), Oregon gubernatorial candidate Dr. John Kitzhaber (D) and U.S. Reps. Peter DeFazio (D) and Elizabeth Furse (D).

WORLD

China arrests activists

Five Chinese human rights advocates have been arrested for drafting a "peace charter" that advocates the release of political prisoners and non-violent citizen activism.

Modeled on the Charter 77 movement in Czechoslovakia in the 1970s, the manifesto does not seek to overthrow the government, but only to create more space for civic society.

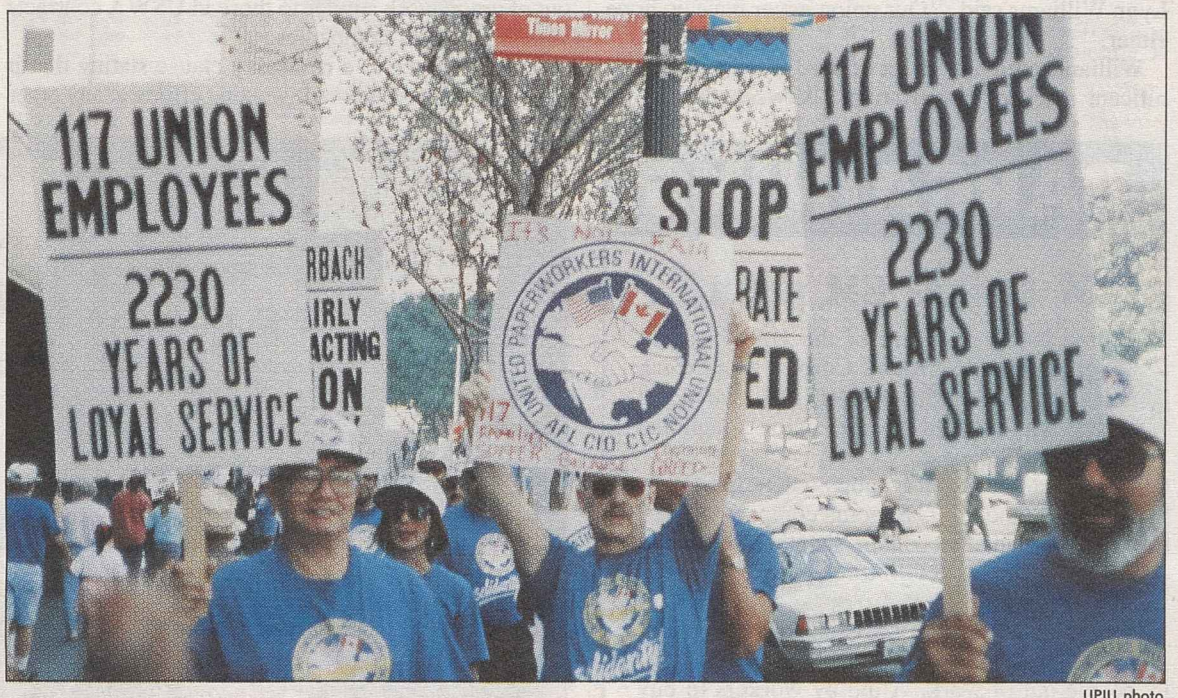
Among the three manifesto authors who have not been arrested is Zhou Guoqiang, a prominent worker rights advocate and ally of the exiled Han Dongfang. But Zhou said he expects "the government will crack down on the rest of us soon."

Shift toward black rule

Sixty-eight percent of top South African business leaders now favor Nelson Mandela, president of the African National Congress, in next April's presidential elections. Only 32 percent favored current President F.W. de Klerk in the poll conducted by South Africa's Weekly Mail and Guardian.

Forty-seven percent in the poll said they felt positive about Jay Naidoo, former general secretary of the Council of South African Trade Unions, becoming a cabinet minister.

An overwhelming 96 percent of all respondents said that trade unions should play a role in making decisions during the reform process.



UPIU photo

Members of UPIU Local 1400 protest the subcontracting of their jobs outside The Los Angeles Times.

Paperworkers cope with end of jobs

By Sharolyn A. Rosier

Some 120 Paperworkers facing the loss of their jobs with the closure of the Zellerbach Paper Co. plant in Los Angeles want to know what will become of them.

The members of UPIU Local 1400, all between 40 and 62 years of age, are asking the question uppermost in the minds of many workers displaced during the economic downturn. With unemployment soaring in California and other industrial states, where will they work now?

The delivery and warehouse operations at the Los Angeles plant will be contracted out, according to the parent Mead Corp., a $4.7 billion company that said the changes "will enable Zellerbach to better respond to the southwestern United States and Mexico marketplaces."

The company already has laid off some 50 workers and the remaining 70 will work their last day on Jan. 30.

"Our concerns are real because the options are few," said Walter Cooks, a 26-year company veteran and the union's recording secretary.

Cooks was among unemployed workers who recently attended an employment and training information session on the Labor Employment and Training Corp., a federally funded training program that provides job listings, resume preparation and employment development and orientation, and California's Employment Development Program, which offers jobs and training under the Job Training Partnership Act.

"But most jobs would require retraining," said Cooks. He said the reality of his employment opportunities means that "I'm going to take advantage of the programs."

The union estimates that 65 percent of the workers have 20 or more years of continuous service with the company. Ninety percent of the workers are over 40 and the average age is 49 years.

> *"We were told by corporate headquarters that the Los Angeles division is the most improved with quality and productivity. Now we are no longer wanted."*
>
> **— Luther Washington**
> **UPIU Local 1400 vice president**

Laid off a week before Christmas, Local 1400 President James Wheeler, a 10-year company veteran, said, "Quite honestly, I don't know what the job prospects are, but I have a wife and two sons and I have to explore all of my options."

"We are hard-working loyal employees with families to feed, mortgages to pay and we are a source of revenue for the state and federal government by being taxpayers," said Luther Washington, Local 1400 vice president and chief steward. "We were told by corporate headquarters that the Los Angeles division is the most improved with quality and productivity. Now we are no longer wanted."

Washington noted the union was able to get management to agree to a severance pay formula of one week's pay for each year of service. The pension also was increased for workers over 55.

Although letters from the workers, union officials and community supporters asked the company to provide full disclosure on pensions, the company has failed to do so.

Mead bought the company in 1985 for $243 million. Zellerbach is a national company that distributes a full line of printing papers, industrial papers, plastic products, packaging equipment and supplies.

Ink barely dry before NAFTA job losses begin

By John R. Oravec

The impact of jobs moving to Mexico hit home for workers and their communities within days after the North American Free Trade Agreement went into effect Jan. 1.

Factory workers in Indiana, Mississippi, Tennessee and Washington had their worst fears about NAFTA confirmed as employers issued notices of layoffs and plant closings.

- In Logansport, Ind., 300 members of Paperworkers Local 7668 will lose their jobs by the end of 1994 with the shutdown of plant operations by the White-Rodgers Division of Emerson Electric Co. Production lines are being moved to Emerson's facilities in Juarez.
- Ten days after the trade agreement became operational, 136 workers at Nintendo of America in Redmond, Wash., were handed pink slips. Although the computer game company denied there was any connection with NAFTA, the layoffs coincide with Nintendo's announced opening of assembly operations in Mexico.
- The same day, Key Tronic Corp. in Spokane, Wash., said it would eliminate the jobs of 100 full-time workers and 200 temporary workers and transfer the production of computer keyboards to Juarez.
- D. M. Steward Inc., an electrical components manufacturer with operations in Tennessee for more than 100 years, said it decided to shift one of its plants to Mexico even before Congress passed the NAFTA legislation. Forty of Steward's 450 workers will lose their jobs with the move.
- While Pittsburgh-based Westinghouse Corp. announced plans to slash 6,000 workers from its payrolls over the next two years, it was mute about relocating more of its operations to Mexico. During the late 1980s, Westinghouse phased down production at plants in Ohio, Pennsylvania and Texas, and moved operations to Mexico.
- On Jan. 4, the Mississippi Employment Commission received applications for transitional adjustment assistance under the NAFTA "bridge" program for workers laid off by the Swingster Co. garment plant in Ocean Springs.

To assist displaced workers filing claims under the NAFTA Title V program, state AFL-CIOs are designating coordinators to work with union affiliates.

Initial filings for some 90 workers who received pink slips in the first series of layoffs at the White-Rodgers plant were coordinated by the Indiana AFL-CIO.

The Washington State AFL-CIO is assisting the Nintendo workers in their TAA filings even though the plant is not unionized.

Mike Ridenour, who has headed the Logansport local for the last nine years, said the plant will have only a skeleton crew left in a couple of months. At its peak, the plant had employed 700 workers, who had been members of Allied Industrial Workers before the union merged with the Paperworkers in 1993.

The average tenure of workers on the job at the Logansport plant is 17 years.

"Most of us are too old to get another job, but too young to qualify for supplemental pension benefits," Ridenour said.

"For workers on the shop floor, the acronym NAFTA has another meaning," he said. "It stands for 'No American Factory Taking Applications.'"

In the local's last round of negotiations with the Emerson Electric subsidiary, he said, "We asked what we could do to save the plant from shutting down."

Management's response was, "absolutely nothing." It pointed out that profits from the plant were not reaching the company's target and that it was gearing up for the move to Mexico. Emerson has been operating low-wage maquiladora plants in Juarez and Nuevo Laredo for several years.

Maquiladora wages average $1.64 an hour, compared with $11.94 in U.S. factories.

Steward Inc. had a similar message in announcing the shutdown of the East Ridge, Tenn., plant. "Labor rates in Mexico are much cheaper," the company president said.

The AFL-CIO has reaffirmed its concerns that the NAFTA assistance program for displaced workers remains seriously flawed, including provisions covering employees of secondary firms that supply the primary firms adversely affected by the trade deal.

In a letter to Labor Department officials, AFL-CIO chief economist Rudy Oswald questioned why the government's guidance to states does not include petitions and instructions covering secondary workers.

If the department intends to fulfill the commitments made in its statement of administrative action, Oswald said, "then we would ask that the current procedures be amended as quickly as possible to allow workers to apply for both the primary and secondary program at the same time."

Projections by study groups have indicated that NAFTA could wipe out 500,000 U.S. jobs in the first 10 years. But with funding capped at $30 million per year for training programs, only 10,000 displaced workers could be served annually.

How to apply for aid

Any group of three or more workers, or their union representative, can petition for NAFTA trade adjustment assistance (NTAA). The one-page petition forms are available in all state unemployment insurance offices.

Completed petitions should be submitted to the state NTAA representative. Within 10 days, the state must make a preliminary eligibility finding. The state also must forward the petition to the U.S. secretary of labor, who has 30 days to make the final determination on eligibility.

Eligibility is determined on a three-part question about the cause of job losses: whether the displaced worker's company has shifted production to Mexico or Canada; whether it is importing products from either country; if it is losing sales to customers who are importing products from either country.

More information and petition forms are available from: the U.S. Department of Labor, Employment and Training Administration, Trade Adjustment Assistance, Room C4318, 200 Constitution Ave. N.W., Washington, D.C. 20210. Telephone 202/219-5555. FAX 202/219-5753.

GSP complaints push labor reform in three countries

By James B. Parks

The AFL-CIO has won three major victories for international worker rights.

The governments of Costa Rica and Paraguay have adopted new labor codes that meet international standards after they were threatened with the loss of trade advantages under the Generalized System of Preferences for violations of labor rights. The two countries also took steps to put the codes into effect and promised other new actions to improve worker rights.

In response, the AFL-CIO withdrew its 1993 petitions to deny GSP tariff privileges. The federation's 1992 petition on Malawi was terminated by the U.S. Trade Representative after the government there released labor activist Chakufwa Chihana from prison and scheduled free elections.

The USTR is reviewing five other new petitions filed by the federation against Dominican Republic, Haiti, the Maldives, Pakistan and Peru. This is in marked contrast with the Reagan-Bush administrations, which rejected most of the AFL-CIO petitions.

Six other cases — against Bahrain, El Salvador, Fiji, Guatemala, Oman and Thailand — still are pending from 1992. The federation also continues its support of petitions against Indonesia.

In the Dominican Republic, the federation charges that the government is failing to enforce labor laws that protect workers' right to organize unions in the export processing zones.

More than 200 companies have been cited for violations in these zones, and only two have been decided by a labor court, according to the country's labor minister. The violations mainly involve freedom of association, overtime and minimum wage.

In Haiti, the combination of military repression and unrestricted violations of worker rights has all but destroyed the trade union movement, the federation's petition said. Small organizational meetings are held under military supervision, but always with the threat of reprisals. Companies that once had trade unions now refuse to hire union members.

In the Maldives, the government refuses to recognize the right to form a union, to strike or to bargain collectively. There is no minimum wage and no legal limit on hours of work. The government also is involved in an elaborate charade in which it denies union rights to some 4,000 native seafarers recruited to work on foreign-flag vessels.

Pakistan has ratified the international worker rights standards, but its government has systematically violated those standards. Child and bonded labor is rampant in private and public enterprises.

The vast majority of the workers are not covered by laws on hours of work and the government fails to enforce laws on work conditions and minimum wage is woefully inadequate. As a result, almost two-thirds of the working population are held in virtual slavery.

In Peru, the suspension of the democratically elected Congress and the election of a government-controlled assembly has led to passage of a series of laws that annul traditional worker rights and severely restrict union activities.

The AFL-CIO also urged the Overseas Private Investment Corp. to end its credit and insurance risk program for U.S. investors in Laos, Qatar, Saudi Arabia, Singapore and Taiwan because of poor worker rights policies, including the outlawing of independent trade unions and collective bargaining.



UGWA photo

A federal agency, the Tennessee Valley Authority, is using U.S. tax dollars to buy gloves made in China. Dave Johnson, president of the United Garment Workers, protested the practice Jan. 5 in letters to U.S. Trade Representative Mickey Kantor and to Rep. Bob Clement (D-Tenn.).

ECONOMY

Creeping recovery shows worrisome jobs trends

By John R. Oravec

While unemployment continued to edge down during 1993, more than 8.2 million workers were on the jobless rolls at the end of the year.

The nation's jobless rate dropped from 7.3 percent in December 1992 to 6.4 percent in December 1993, as the number of unemployed declined by nearly 1.1 million, the Bureau of Labor Statistics reported.

Over the year, payrolls grew by nearly 2 million even as a number of major corporations initiated another sequence of ''downsizing'' by issuing pink slips to some 600,000 workers.

Most of the job growth came in the lower-paying services sector, including 350,000 with temporary help agencies, 400,000 in retail outlets and another 300,000 in medical services.

While the recovery from the Bush recession was slow overall, it was missing completely in the better-paying manufacturing sector as 176,000 factory workers were axed during the year.

Nor has there been any substantial improvement during the past two years for part-time workers seeking full-time jobs. The number of these ''partially unemployed'' remained stuck at 6.2 million in December, BLS reported.

Overall, 15.5 million workers were trapped in partial or total unemployment at year end, AFL-CIO chief economist Rudy Oswald noted. That figure includes the 8.2 million officially jobless, the 6.2 million in part-time jobs for economic reasons and 1.1 millions other who have given up the search for jobs.

Over the year, payrolls grew by nearly 2 million even as a number of major corporations initiated another sequence of ''downsizing'' by issuing pink slips to some 600,000 workers.

Oswald pointed out that the 6.4 percent jobless rate is still ''far above the 5.1 percent level of June 1990'' before the onset of the recession.

BLS said that 1.7 million people, or about one in every five on the jobless rolls in December, had been unemployed six months or longer. That number has barely changed since late 1992.

The average duration of unemployment was 18.2 weeks in December, almost the same as a year earlier and only one week less than in December 1992.

Non-farm payrolls grew by 183,000 in December to a total of 111 million, with services adding 68,000, retail trades 32,000 and government 36,000.

Among key sectors, the December jobless rates were 12.7 percent in construction, 6.9 percent in mining, 6.5 percent in manufacturing and 6.2 percent in services.

Five major states posted December jobless rates above the national average — 8.7 percent in California, 7.9 percent in New York, 7.5 percent in Michigan, 7.1 percent in New Jersey and 7 percent in Florida.

Over the year, the unemployment rate declined for adult men from 6.8 percent to 5.8 percent and for adult women from 6.4 percent to 5.7 percent. For teenagers, the rate barely improved from 16.4 percent to 15.2 percent.

BLS Commissioner Katherine Abraham said that although job growth picked up last year over 1992 levels, it is not as high as in some previous years. ''Many of these jobs are temporary replacements through personnel supply firms,'' she noted.

Unless there is a substantial pickup in the U.S. economy, more large-scale layoffs are likely in 1994 as big companies initiate another round of downsizing, some analysts say.

In fact, more layoff announcements came shortly after BLS issued the year-end jobs report in early January. GTE Corp. said it would slash 17,000 jobs over the next three years. Pacific Bell said it would eliminate another 10,000 jobs by 1997, including 3,000 positions this year. It already has phased out 9,500 jobs since 1990.

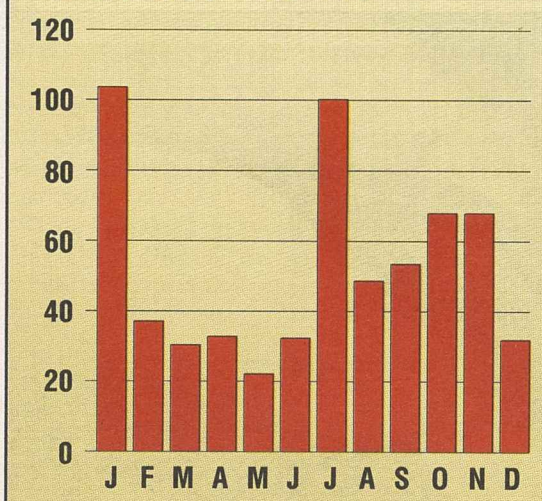
General Motors said it would reduce its salaried work force from 71,000 even though it would add 2,000 more engineers this year.

Additional job reductions disclosed with corporate restructuring and realignment plans in early January came from Gillette Co., affecting 2,000 workers over the next two years; Atlantic Richfield Co., 1,300 workers; and Westinghouse, 6,000 workers.

DATA

Layoffs in 1993

Monthly totals, in thousands



Source: Challenger, Gray & Christmas

Downsizing was the catchword for mass layoffs in 1993 as major corporations issued pink slips to some 600,000 workers. In January alone, 103,000 job reductions were announced. Another 99,000 layoff notices were posted in July. Even in December, 31,000 more workers got the gloomy greetings around the Christmas holidays.

The heaviest layoffs included 60,000 at IBM, 50,000 at Sears Roebuck, 18,000 at General Motors, 26,000 at Boeing in three separate announcements, 14,000 at Philip Morris Cos. and 10,000 each at both Xerox and Eastman Kodak.

Unemployment	
December rate	6.4 percent
Jobless workers	8.2 million
Initial jobless claims	
Week ended Jan. 1	363,000
Change	+70,000
Factory Orders	
December	$262 billion
Change	+1.4 percent
Construction spending	
November (annual rate)	$498 billion
Change	+1.8 percent

AFL-CIO NEWSGRAFIC

Trade policy seen deflating auto industry

Study cites open-door avenue for Japanese auto transplants

Defective U.S. trade and foreign investment policies are blocking America's auto industry from making a full comeback, the Economic Policy Institute concludes in a new study.

A primary culprit is the open-door policy for Japanese auto ''transplants,'' which turn out cars in the United States with imported components, notes Candace Howe in the EPI study.

''By the time the transplants reach their planned capacity in the mid-1990s, they will cause a net loss of 158,000 jobs in the auto industry and an annual net loss of $6 billion of income,'' Howe writes. ''Policies that have encouraged foreign investment in autos are thus destroying more jobs than they are creating.''

Provisions under the newly negotiated General Agreement on Tariffs and Trade is a further stumbling block to the revitalization of U.S. manufacturing industries, EPI points out.

The proposed GATT rules out the practice of requiring high domestic content in transplant operations and virtually eliminates restrictions on auto imports from Japan by limiting an import restriction on only one industry.

With U.S. carmakers unlikely to obtain the industry restriction on imports, EPI warns, the new GATT provisions will invite a new wave of Japanese imports and investments in coming years.

In the first 10 months of 1992, the United States suffered a record-high $48.3 billion deficit in trade transactions with Japan, according to the Commerce Department. The U.S.-Japanese imbalance is expected to top $60 billion for the entire year. Two-thirds of the trade gap is in autos and auto parts.

Howe, a economics professor at Notre Dame University and a former analyst for the UAW, said auto transplants gain advantage over U.S. carmakers by employing younger and mainly non-union workers — thus ensuring lower wages and benefit costs.

At the same time, Japanese carmakers retain in Japan the most sophisticated aspects of production — major design work and parts output.

Transplants are the second phase of a two-part strategy to take over the U.S. market, Howe writes.

''This strategy begins with imports and ends with domestic assembly of the vehicles using key imports and technology and taking advantage of low labor costs,'' she observes. Trade agreements are circumvented by the final assembly in the United States.

Howe notes that competition from the Japanese transplants increases pressure on U.S. carmakers to

''By the time the transplants reach their planned capacity in the mid-1990s, they will cause a net loss of 158,000 jobs in the auto industry and an annual net loss of $6 billion of income.''

— Economic Policy Institute

cut costs by closing plants, reducing workforces, slashing health and pension benefits, and resorting to low-wage non-union parts suppliers.

''Rather than helping to revitalize the whole U.S. auto industry, the Japanese transplants are only further weakening the domestic producers,'' she said.

Howe underlines the need for overhauling U.S. investment policies:

- The ultimate goal of U.S. policy should be to help revitalize the auto industry to supply high-quality cars at affordable prices and provide high-wage jobs for American workers.
- Total market share of the Japanese transplant and import cars should be limited to 3.9 million vehicles annually in coming years. However, this limit would not be allowed under the GATT deal, which Congress will vote on this summer.
- All firms producing in the United States should be required to procure a minimum share of parts from local U.S. suppliers and draw a minimum share of highly skilled workers from the local labor force.
- States should be prohibited from ''bidding'' for new auto plants with tax breaks and other subsidies to protect local tax bases from erosion and prevent the unfair competition from transplants.
- Assumption of standardized benefit costs for health care and pension at either the industry or state level would eliminate the advantage of transplants employing younger and non-union workers.
- U.S. firms should be provided with sources of ''patient capital'' that do not require excessive cost reductions for the sake of short-term goals.

Trade relations with Japan will stabilize ''only if the underlying conditions which put U.S. firms at such a disadvantage in international competition are corrected,'' Howe said.

— John R. Oravec

NEWSMAKERS

Brad Burton has been named executive assistant to Mine Workers President **Richard L. Trumka** and chief of staff. Burton, a 20-year member of UMWA, previously served as executive assistant to UMWA Vice President Cecil Roberts and as director of the union's Region III. He replaces **Joseph Corcoran,** who was named by Trumka to become executive director of the newly formed Labor-Management Positive Chance Process.

Bailey Walker has been named director of AFSCME's Education and Leadership Training Department. Walker, who began his career at AFSCME in 1977 as a project staff organizer, has served the past 10 years in assistant and associate director capacities in the department.

Saul Stein, education and research director of the AFL-CIO Metal Trades Department since 1974, retired Jan. 1. Earlier, Stein served as an MTD general representative and had been president of the department's East Coast District Council. He is 71.

Amy B. Dean was elected to head the South Bay, Calif., AFL-CIO. Dean, who began her labor career in 1985 as a union organizer for the Ladies' Garment Workers, has been the No. 2 officer and chief political strategist for the central labor council since 1990.

The AFT and the National Education Association recently completed a third meeting on a possible merger, agreeing to urge no-raid pacts during the course of the talks. AFT President **Albert Shanker** and NEA President **Keith Geiger** sent a joint letter to state and local leaders encouraging cooperative activities and ''no-raid agreements'' while the talks continued.

AWARDS

AFSCME President **Gerald W. McEntee** has received the Labor Human Rights Award of the Jewish Labor Committee's National Trade Union Council for Human Rights. The award was presented at the council's annual dinner.

The Industrial Union Department's I.W. Abel Award will be given jointly to the late **Dr. Joseph K. Wagoner** and to **Dr. Richard Lemen,** director of the National Institute for Occupational Safety and Health. The two will be honored for their courage in defending workers' lives with an award named after the late Steelworkers president and longtime head of the IUD.

David Dubinsky, longtime president of the Ladies' Garment Workers, will be inducted into the Labor Hall of Fame at the U.S. Department of Labor on Jan. 21. AFL-CIO President **Lane Kirkland** and ILGWU President **Jay Mazur** are among the scheduled speakers.

DEATHS

Mark Ross Locher, communications director for the Screen Actors Guild, died Jan. 7 in Hollywood, Calif., of complications from AIDS. He was 37.

Locher, who joined SAG in 1980, was named director of communications in 1985 at age 29. He revived the union's national publication, Screen Actor, and built SAG's archives, as well as coordinated speeches, wrote testimony and served as the Guild's official spokesperson.

Locher last year helped found the SAG Foundation AIDS Task Force, which supports caregiving groups helping performers with HIV and AIDS. Donations can be made in Locher's name to the organization, 5757 Wilshire Boulevard, Los Angeles, Calif. 90036.

George Lewis Russ, 99, founder and president emeritus of the old Insurance Workers International Union, died of pneumonia in an Annandale, Va., nursing home.

Russ became president of the National Federation of Insurance Agents Council in 1938 and led it into the AFL-CIO. He left the presidency in 1959, but remained active in the union until the early 1980s, when it merged with the Food and Commercial Workers.

Labor representatives were among the thousands mourning the death of former Speaker of the House **Thomas P. ''Tip'' O'Neill Jr.** O'Neill was awarded the AFL-CIO's Murray-Green-Meany award for humanitarian service in 1986, the year before he retired.

CORRECTION

After the 1995 model year, the Flint, Mich., General Motors Corp. assembly plant will build the heavy-duty end of the automaker's light-duty pickup trucks. The 3,600 members of UAW Local 598 on Jan. 7 ratified the new agreement, which will keep the plant open until at least 1999.

UFW rallies against Coca-Cola

Citrus contract imperiled with Minute Maid sale

By Sharolyn A. Rosier

Thousands of Farm Workers and their supporters rallied outside 15 Coca-Cola corporate offices to affect the company's proposed sale of its Minute Maid subsidiary — and the potential loss of more than 600 union jobs.

UFW supporters in Boston, Toronto, Houston, New York and other cities demanded that Coca-Cola include a successorship clause in the sale contract to ensure that workers continue to receive union contract protections.

''Coca-Cola is trying to abandon 600 Farm Workers in Florida that have harvested oranges for Minute Maid, a billion-dollar company, for more than 20 years,'' said UFW President Arturo Rodriguez outside Coca-Cola offices in downtown Los Angeles.

The company had notified the UFW just before the holidays that it had decided to sell all of its Florida citrus holdings — a total of about 16,000 acres of groves — to Bariston Associates, a non-union company. Minute Maid is the No. 1 juice drink, according to consumer market studies.

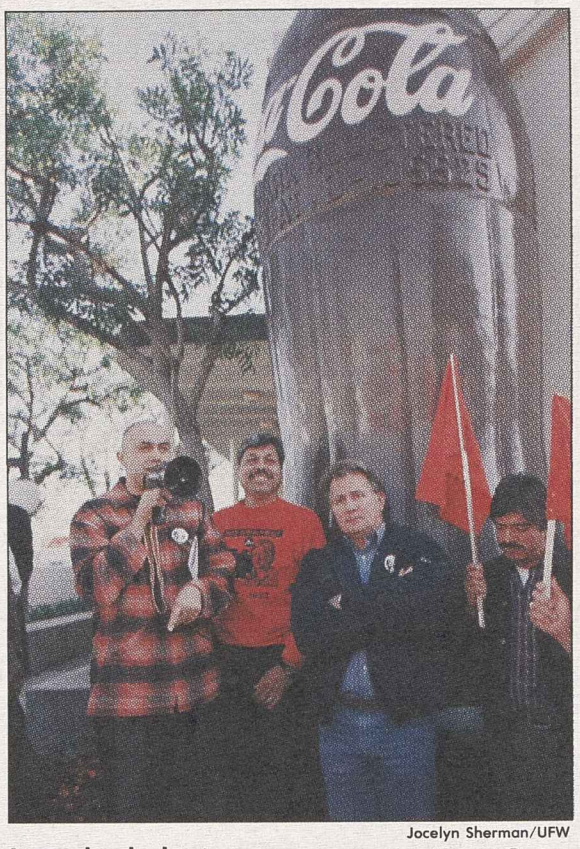
''Coca-Cola citrus workers have enjoyed decent wages, job security and other benefits such as health care through their union contract,'' said Rodriguez. ''But Coca-Cola has decided to sell its subsidiary and sell out the workers, too.''

Rodriguez noted that the contract is the largest union contract for citrus workers and warned that abandoning these workers means ''an additional 35,000 non-union citrus workers whose wages have been enhanced because of the UFW contract also could suffer a wage loss.''

The first UFW contract was signed with Coca-Cola in 1972. The current contract includes wages, pension, medical insurance and prepaid legal benefits and has been the pace-setter for farm workers throughout the country.

Rallies also were held in Miami and Chicago, as well as the California cities of Oakland, Fresno and Bakersfield, the Texas cities of San Antonio, Austin and El Paso, in San Juan, P.R., and at the company headquarters in Atlanta.

In New York, UFW Vice President Irv Hershenbaum told a crowd of supporters that since that first UFW contract, ''Coca-Cola has enjoyed the image and reputation of an enlightened employer. But it is now putting corporate profits ahead of the lives of the men and women who have faithfully served Coca-Cola/Minute Maid for so many years.''



Jocelyn Sherman/UFW

Among hundreds of supporters protesting at Coca-Cola's Los Angeles office were actor Herbert Siguenza of Culture Clash, UFW Secretary-Treasurer David Martinez and actor Martin Sheen.

The company must realize that elimination of these jobs will leave an ''extremely real and bleak'' future for these migrant families, Rodriguez added.

In addition to the rallies, tens of thousands of letters and postcards, signed by UFW supporters and consumers, have been sent to Roberto C. Goizueta, the chairman of Coca-Cola.

Coca-Cola is worth more than $56 billion and is the sixth largest public company in the United States. Its Minute Maid subsidiary has reported profits every year.

Pony Express drivers strike for contract

Pony Express drivers in nine states have staged one- or two-day strikes to protest Pony's failure to negotiate a fair contract.

Drivers at 58 locations across the country voted in 1993 for the Teamsters to represent them, but the company has refused to bargain with the union.

During December, more than 1,400 drivers in Georgia, Indiana, Kentucky, Missouri, Oregon, Pennsylvania, Utah, Washington and West Virginia struck over the company's policies.

In addition, IBT members protested Dec. 27 at the Chicago headquarters of Borg-Warner, Pony Express's parent company.

The National Labor Relations Board boosted the drivers' efforts the week before Christmas when it ruled that pending unfair labor practice charges filed locally by Pony workers across the country be moved into one regional office.

That means the charges will be reviewed nationally.

The company has stalled negotiations and has used scare tactics to discourage workers from striking, the Teamsters said. The NLRB charges include the company's failure to negotiate and its practice of unilateral changes in working conditions.

''The way that Pony Express is treating its drivers is outrageous,'' said IBT President Ron Carey. ''This country should not tolerate the punishment of people who stand up for their right to earn a decent wage.''

Workers have cited OSHA violations and major fines as another example of Pony management's disregard of employee rights. Pony has no safety committee and its violations include lack of training in icy driving conditions and in handling hazardous materials.

Workers said they are required as a condition of employment to lease their own personal vehicle to the company at rates too low to cover their operating expenses. Many drivers and their families also cannot afford company health insurance.

RESOURCES

The Labor Department's Glass Ceiling Commission is accepting nominations for a new **National Award for Diversity and Excellence in American Executive Management.** The award, named after former Labor Secretaries Frances Perkins and Elizabeth Hanford Dole, will recognize a business or organization for excellence in promoting a more diverse work force at the management and decision-making levels. The application deadline is Feb. 28. For information or to make nominations, call or write: The Glass Ceiling Commission, U.S. Department of Labor, 200 Constitution Ave. N.W., Washington, D.C. 20210 (202/219-7342).

VIDEO

At the River I Stand, a new documentary retracing the bitter 1968 Memphis sanitation workers strike and the events leading to the assassination of Dr. Martin L. King, Jr., will be broadcast Jan. 17 on the Public Broadcasting System. Check local television schedule for time and channel. AFSCME, the union Dr. King was assisting in the Memphis struggle, is encouraging use of the video in conjunction with Black History Month in February. Copies can be obtained from California Newsreel, 149 9th St. No. 420, San Francisco, Calif. 94103.

PUBLICATION

The AFL-CIO Department of Economic Research has published the following issues papers: **Ending Foreign Tax Loopholes: An Issue of Jobs and Tax Fairness** and **The 1993 Budget Act — A Step Forward on Deficit Reduction and Tax Equity.** Copies are available from the AFL-CIO Reproduction and Mailings Division at 202/637-5041.

Diamond Walnut strikers dramatize need for new law

Continued from Page 1

The Diamond Walnut issue and the "permanent replacement" of strikers holds the key to the future of hundreds of other cannery and food-processing jobs, said Aurora Rodriquez, an official of Local 601.

"Today it's Diamond, tomorrow it's Del Monte and next Heinz," she said. "I'm very worried. There's no middle class anymore. You're either poor or you're rich. If this bill goes down, there's going to be trouble all over the San Joaquin Valley."

The Dec. 6 protest was the first salvo in a nationwide campaign to distribute 1 million leaflets to gain support for the strikers, said IBT spokesperson Maureen Anderson.

Two years ago, the IBT began an international campaign against Diamond Walnut. The AFL-CIO, through its Strategic Approaches Committee, has provided assistance to the strikers, and the federation has placed Diamond Walnut on its national boycott list.

Meanwhile, the union sought unsuccessfully to gain an emergency injunction to block a plan by California Republican Gov. Pete Wilson to exempt Diamond and other growers from having to warn workers and the public about the use of methyl bromide. Diamond treats walnuts in large vats with the deadly carcinogen to kill insects and workers have repeatedly complained of the side effects.

One of the strikers arrested in the Dole protest, Cynthia Zavala, previously had testified before the Environmental Protection Agency on loopholes in the toxic discharge laws that allow companies like Diamond Walnut to use dangerous chemicals in their processing.

The company was named one of the 10 worst of 1993 by "Multinational Monitor," a monthly magazine published by Essential Information, a nonprofit public interest group.

Each year the magazine inducts 10 big corporations into its "Hall of Shame." Diamond Walnut and A.E. Staley Co., a company that has locked out and temporarily replaced its workers, were cited for "corporate crime and violence."

The other companies on the list were Dow Corning, DuPont, Jack in the Box, Prudential, RJR Nabisco, TCI, Texaco and Waste Technology Industries.



This poster distributed by the Teamsters makes a poignant plea for workplace fairness.

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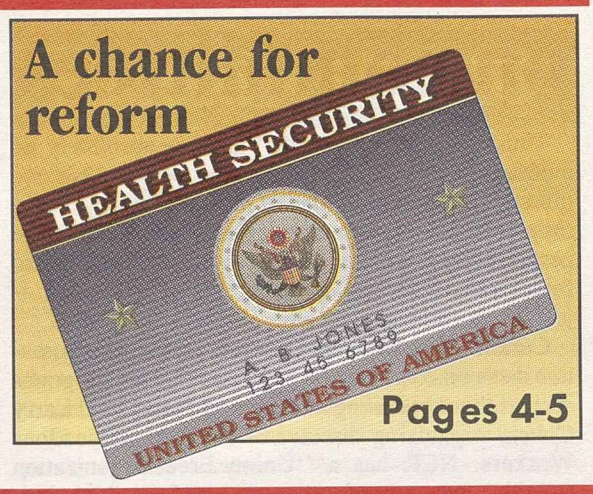
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AFL-CIO NEWS

VOLUME 39, NUMBER 3

JANUARY 31, 1994



Leonard Ortiz/Orange County Register

Capt. Bob Ward, a member of Fire Fighters Local 1014, rescues a woman from her burning trailer.

Workers are L.A.'s heroes

By Sharolyn A. Rosier

Union members have responded with heroism and personal sacrifice to aid fellow workers and other victims of the devastating Los Angles earthquake.

"Again the brothers and sisters of organized labor are responding generously and making life less hectic for workers affected by the earthquake," said Los Angeles County AFL-CIO Executive Secretary-Treasurer James Wood. "The monetary support has definitely helped, but you can't beat the moral support and volunteerism during times like this."

A key part of the federation's relief effort is an 800 number for union members to call for relief information, assistance and information on food distribution, said Armando Olivas, director of community services for the L.A. County AFL-CIO. The number is 800/AFL-CIO2.

"Union counselors have been informed of American Red Cross and Federal Emergency Management Agency procedures and can help with these as well as organized labor's relief efforts. And bilingual staff are available," he said.

The Jan. 17 earthquake, which measured 6.6 on the Richter scale, shook buildings as far away as San Diego, 125 miles to the south, and Las Vegas, 275 miles to the northeast. The American Red Cross reported 56 deaths, more than 7,600 injuries and 681

Continued on page 8

Agency cuts off U.S. funding for runaway plants

Guidelines go beyond law passed in 1992

By James B. Parks

New guidelines issued by the U.S. Agency for International Development to prohibit the use of funds subsidizing offshore export zones that could jeopardize U.S. jobs are winning labor plaudits.

"We see this as a major policy shift and a critical step forward," said Clothing and Textile Workers President Jack Sheinkman.

Sheinkman said unions will work closely with AID, the Commerce Department and independent trade unions in other countries to ensure the policy is implemented and to monitor labor rights in nations where AID funds are used. Many union-to-union projects conducted by AFL-CIO international institutes are funded through AID.

AFL-CIO President Lane Kirkland told Congress in September 1991 that AID should be stopped from assisting U.S. plants to transfer overseas, but it wasn't until a report by the National Labor Committee Education Fund, which Sheinkman co-chairs, got national television exposure during the heat of the 1992 presidential campaign that Congress acted.

AID Administrator Brian Atwood said the agency was going beyond the 1992 law that Congress eventually passed, applying the ban to all AID funds, no matter when they were appropriated or where they are in the pipeline. He also said he expects the policy will be applied throughout the Clinton administration, in keeping with a campaign pledge by the president.

Labor will be very interested to see how effectively the new regulations will be implemented by AID and the Commerce Department, said Charles Kernaghan, executive director of the National Labor Committee Education Fund. Commerce and AID often work together on economic development projects in the Caribbean Basin and Latin America. How Commerce comes down on the guidelines "will be fundamental," Kernaghan said.

A Commerce spokesman told the Journal of Commerce the department had ceased "active promotion" of the Latin America Business Development Center, which the labor committee had criticized. Commerce has made "some concessions where low-end, labor-intensive work is done somewhere else," the official said, "but the agency has not provided funds to encourage that."

The labor committee, co-chaired by Sheinkman,

Continued on Page 3

Clinton administration gets behind drive for OSHA reform

By Michael Byrne

Organized labor's drive for reform of the nation's job safety law gained new momentum as the Clinton administration weighed in behind the legislation.

Labor Secretary Robert B. Reich urged "rapid legislative action" to reform the Occupational Safety and Health Act, which along with health care reform is a major priority for labor during the second session of the 103rd Congress that resumed work Jan. 25. The AFL-CIO is preparing its sixth annual Workers Memorial Day, which has become an effective union tradition in the OSHA reform campaign.

OSHA reform bills were approved by House and Senate committees last year, and the House is expected to mark up its version in March. Reich is scheduled to underscore the administration's support Feb. 9 at a Senate hearing, followed by a Feb. 10 appearance in the House by Joseph A. Dear, who heads the Occupational Safety and Health Administration.

Noting that "reform of the nation's job safety is a life and death issue for American workers," AFL-CIO President Lane Kirkland welcomed the administration's support. "We look forward to working with the administration and Congress to win prompt passage of this important measure."

The legislation would give workers greater rights on job safety matters through joint safety and health committees, as well as enhanced whistleblower protection. It also would address special hazards in the construction industry and cover millions of public-sector workers currently excluded from the law.

AFSCME President Gerald W. McEntee hailed the administration's endorsement of the reform proposals, pointing out that the 7.5 million public employees not covered under the nation's safety laws "are the people who are far more likely to be killed while on the job."

More than 1,700 public employees are killed on the

Continued on Page 3

Panel warned of employer 'con' on committees

By Rex Hardesty

Employers decrying the end of legitimate employee involvement programs are engaged in a con game that extols worker participation while denying workers a real voice through a union, the Commission on the Future of Worker-Management Relations was told.

Judy Scott, Teamsters general counsel, told the commission the "intense employer publicity campaign surrounding the 1992 Electromation decision of the National Labor Relations Board" is nothing but a "diversion of attention from the areas that would truly respond to your commission's mission."

The NLRB ruled Dec. 17, 1992 that employee committees formed by Electromation Inc. violated the federal ban on "company unions." The unanimous opinion said worker involvement committees set up by the Elkhart, Ind.-based company constituted a labor organization and were not simply "communication devices" as the company had claimed.

The NLRB also ruled that the company unlawfully dominated and supported the committees. Electromation formed the committee as part of a move to head off employee efforts to gain representation by the IBT, the board said.

In a subsequent ruling, the board invalidated a committee set up by Du Pont that the company used to circumvent an unaffiliated union in the plant.

Responding to the laments of business, several Republican members of Congress have proposed repeal of Section 8(a)(2) of the National Labor Relations Act, which bans company unions.

Three law professors — Samuel Estreicher of New York University, Karl Klare of Northeastern and Joel Rogers of Wisconsin — testified that the ban on employer-dominated committees is a necessary protection of workers' right to self-organization.

Rogers, the last of the three to testify, said that "sometimes there is indeed nothing left to say — and, in this case, a lot that shouldn't have been said in the first place," echoing Scott's description of the employers' scare campaign against the Electromation ruling.

Several witnesses noted there has been only one comprehensive study of federal decisions on the legality of employee involvement committees, a study by James R. Rundle of Cornell University. Rundle's study revealed that only 58 such decisions were handed down from 1972 to 1993, all but two of which involved other charges of unfair labor practices against the companies.

Thus, Rundle concluded, "there is absolutely no evidence that the NLRB has ever, in the past 22 years, disestablished a committee of the type employers say they must have to be competitive." By dividing the period studied into two 11-year segments, Rundle also found a sharp decline in the number of such cases — just 17 in the past 11 years.

Continued management harping on the Electromation decision could be designed to save sham programs such as those operating at NCR and Sprint, said Larry Cohen, organizing director of the Communications Workers. NCR has a "Union Free Organization (UFO)" that, among other activities, trains supervisors on their union-busting responsibilities. Sprint distributes a "US Sprint Union Free Management Guide" with a similar purpose.

"Employee" front groups — called Satisfaction Councils at NCR and the Sprint Quality Committee at Sprint — are designed to head off the activities of real, employee-run committees "led by courageous women and men despite continuing and intense intimidation and hostility from management," Cohen said.

In short, employers protesting labor law on employee committees are not interested in the high-morale, high-performance workplaces like Xerox Inc., Saturn Corp. and others the commission studied last year, but rather in ensuring a so-called "union-free environment," union witnesses said.

The 10-member commission, chaired by Harvard Professor John T. Dunlop, was created by the Clinton administration to recommend ways to improve the climate in U.S. workplaces.

In addition to full commission hearings in Washington, panels of commission members have conducted field hearings in Louisville, Ky., East Lansing, Mich., Boston and Atlanta. A field hearing was scheduled for San Jose, Calif., Jan. 27 and another is tentatively set for Houston Feb. 11.

Electromation workers reaffirm vote for IBT

Workers at Electromation Inc. voted Jan. 21 to keep Teamsters Local 364 as their bargaining representative, spurning a bid to decertify the union.

Five years ago, the Elkhart, Ind., company set up five "action committees," with members picked by management, to blunt an IBT organizing drive. The National Labor Relations Board ruled in 1992 that the committees were illegal "company unions." An appeal of that decision is awaiting a decision by the U.S. Court of Appeals.

The IBT said the issue at Electromation was not cooperation between management and labor, but control.

Management "is quite happy to sit down in a cooperative committee that the company controls" but fought efforts to "sit down with the same workers to discuss the same problems if those workers wanted to call themselves a union," the IBT said.

California violated wage law in budget fight, court says

By James B. Parks

The U.S. Supreme Court let stand several decisions affecting unions, including a ruling that California violated federal minimum wage laws when the state delayed wage payments to state employees to help with a budget crisis.

Lawyers for the state had asked the court to reconsider its landmark 1985 ruling, in Garcia vs. San Antonio Metropolitan Transit Authority, that gave Congress power to force state and local governments to comply with federal wage laws.

But the court refused to review the 9th Circuit Court of Appeals decision, in Wilson vs. Biggs, that making employees wait for their paychecks violates the Fair Labor Standards Act. Wages are "unpaid" for purposes of the FLSA unless they are paid on the employee's regular payday, the appeals court said.

There was no state budget in place on July 16, 1990, when California state highway maintenance workers were scheduled to receive their biweekly pay checks. The workers continued their lawsuit, filed July 23, even after the legislature passed the necessary legislation and the workers were paid July 30 and 31.

The appeals court ruling stated the employees could not claim damages, but upheld a lower court ruling that the state was liable for interest on the late paychecks.

The court also let stand a ruling that coal mine owners cannot evade the administrative process established under mine safety laws by seeking to keep non-employee union members off their property.

In refusing to review a decision by the 10th Circuit Court of Appeals, the court upheld the requirement that Wyoming-based Thunder Basin Coal Co. follow procedures set by the Mine Safety and Health Act before seeking redress in federal court.

The case, Thunder Basin vs. Reich, began in 1990 when non-union Thunder Basin employees exercised their legal right to designate two members of the Mine Workers as their proxy representatives to accompany management and MSHA officials on a mine inspection.

Under MSHA, once the union proxies are selected, the company must post the information and the proxies are entitled to obtain copies of any order or citation issued to the mine by the Secretary of Labor. They also can receive certain mine safety and health records.

Thunder Basin obtained an injunction from the U.S. District Court for Wyoming by claiming MSHA deprived it of the right to exclude non-employee union organizers from its property. The appeals court reversed that decision, saying that to do otherwise would allow employers to make "pre-emptive strikes" in the courts to prevent enforcement of the mine safety act.

In another action, the court unanimously upheld the National Labor Relations Board's authority to order reinstatement of an illegally fired worker even if the worker lied while challenging the firing.

The board and the 10th Circuit Court of Appeals found that ABF Freight System fired Albuquerque dockworker Michael Manso in retaliation for his union activity and that the claim of his lying was only a pretext. The board had ordered him reinstated with back pay.

An administrative law judge ruled that Manso, who was fired and reinstated three separate times after filing a grievance, had lied to his supervisors about the reason he was late for work. But the appeals court ruled the real reason for the firing was the "abundant evidence of anti-union animus" toward Manso by company officials.

The court also refused to review a lower court's decision to set aside an arbitration award for a United Transportation Union member, upholding his firing by the Union Pacific Railroad.

Union Pacific brakeman Kent Madison was fired after testing positive for alcohol use following a 1989 incident in which a switch was damaged at a Cheyenne, Wyo., freight yard. The UTU appealed the firing and Madison was reinstated by an arbitration board. The railroad went to court to overturn the reinstatement.

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BARGAINING

UAW settles Louisiana strike

A UAW local ratified a new contract at General Motors Corp.'s trucking facility in Shreveport, La., ending a six-day strike.

The 2,300 workers approved the pact by a large margin and were back on the job Jan. 18. The new contract adds 82 non-skilled and 10 skilled workers to the unit and improves procedures for assigning jobs.

The pact also calls for an outside company that now produces seats once made in the Shreveport plant to hire laid-off GM employees.

First pact at Brooks Brothers

Clothing and Textile Workers at two Brooks Brothers apparel plants in North Carolina have ratified their first union contracts. The agreements cover 114 workers at the Kingston Apparel Manufacturing Co. in Kingston and 250 workers at the Garland Shirt Co. in Garland.

Under the three-year contract, workers at the two plants will receive credit for the years they worked at the clothing plants before Brooks Brothers acquired the facilities.

Bruce Raynor, ACTWU's executive vice president and southern regional director, described the contract as among the best in the industry for health care and retirement provisions and said the negotiations were ''a stunning success for workers in North Carolina.''

UAW members share profits

Some 65,000 UAW members at Chrysler Corp. will share the payoff from their increased productivity in profit-sharing checks averaging $4,300 each. The workers will receive the payout, the largest by any U.S. automaker, on Feb. 11. Chrysler posted a fourth-quarter profit of $777 million.

Elsewhere, Saturn Corp.'s 8,500 workers, who already took home extra cash for meeting production and profit goals, will receive an even bigger bonus in their Jan. 31 paycheck. Including both payments, the average Saturn worker will receive an addtional $5,100 for 1993.

UFCW signs 2 Chicago pacts

The Food and Commercial Workers ratified separate contracts for some 8,000 Chicago-area employess of Dominick's Finer Foods and 2,300 employees of Omni Superstores, a Dominick's subsidiary.

The two agreements provide a first-year wage freeze followed by a 3 percent bonus in each of the two following years for senior employees. Top-scale employees also will receive a wage adjustment in 1995.

At Dominick's, the company will increase its contribution for health care benefits.

The Dominick's pact is retroactive to Sept. 26, 1993, and runs to July 27, 1996. The Omni agreement runs from April 4, 1993, to March 30, 1996.

UMWA reaches new contract

The Mine Workers reached agreement with an independent group of coal operators on a new five-year contract covering 7,500 workers at four companies.

The new agreement with the Independent Bituminous Coal Bargaining Alliance is patterned after the national contract with major coal owners which was ratified Dec. 14. The union and IBCBA reached an interim agreement in July pending conclusion of the national contract talks.

The members of the alliance include U.S. Steel Mining Co., Jim Walter Resources Inc., Drummond Coal Co. and Westmoreland Coal Co.

ILWU ratifies pineapple pact

Field and cannery workers at three Hawaiian pineapple producers, members of the Longshoremen and Warehousemen, ratified a new three-year contract that raises wages by 4 percent.

Under the agreement, wages will remain flat in the first year but rise 2 in the second and third year. The contract is effective Dec. 1, 1993 and will expire Nov. 30, 1996.

The agreement covers 2,000 ILWU members at Dole Fresh Fruit Co., Maui Pineapple Co. and Del Monte Fresh Produce Inc.

OSHA bills 'reinvent' regulation

Reich: Empowering workers will save lives, dollars

Continued from Page 1

job each year, while half a million public employees suffer disabling workplace injuries, AFSCME said.

The overall rate of occupational injuries and illnesses is at its highest level in 13 years, the Bureau of Labor Statistics reported, rising faster in 1992 than at any time since passage of OSHA in 1970.

''In a highly competitive global economy we cannot tolerate the high costs of workplace fatalities, injuries and illnesses,'' Reich wrote in letters to Sen. Edward M. Kennedy (D-Mass.) and Rep. William D. Ford (D-Mich.), who head the committees handling the reform legislation. ''We must recognize that investment in our workers is the best investment we can all make in our future.''

Reich praised the bills, S. 575 and H.R. 1280, for introducing ''new ways to 'reinvent' regulation of workplace safety and health through comprehensive health and safety program and joint safety and health committees.''

''Empowering workers to participate in safety and health activities and encouraging employees and management to cooperate to improve the places in which they work will save lives and tax dollars, and will make government regulation less burdensome,'' Reich said.

Ford, noting that U.S. businesses now are burdened with a $116 billion annual loss because of workplace injuries, said Reich's endorsement of OSHA reform could help reverse the harm dealt by successive Republican administrations.

''Nothing better indicates the changing of the guard after 12 years of anti-labor government than the Clinton administration's announcement of support for these overdue reforms,'' he said.

Dear, joining Reich at a news briefing Jan. 19, said he is preparing to revitalize OSHA in the interim, saying the agency would ''use unused authority under current law to levy higher penalties,'' sending a message to employers that repeat and willful violations of job safety and health regulations will not be tolerated by the agency.

AID stops funding runaway plants

Continued from Page 1

UAW President Owen Bieber and Machinists President George Kourpias, last year charged AID and the Commerce Department with promoting the export of jobs to free trade zones in the Caribbean Basin, despite the 1992 law. Companies were quick to move there, the committee said, because worker rights are suppressed.

''Our government continues to use tax dollars to encourage companies to move good American jobs to low-wage free trade zones overseas,'' Teamsters President Ron Carey said in a news conference announcing the report.

The 1992 law prohibiting the use of tax money to encourage companies to relocate overseas, Section 599 of the 1993 foreign appropriations bill, was passed after CBS's 60 Minutes and ABC's Nightline aired the labor committee's findings.

The report documented AID's $1.3 billion program to promote the flight of U.S. companies to the Caribbean.

The new guidelines close loopholes in the law that allowed recipient countries to use AID money, once it was converted into their own currencies, to promote U.S. investment in their export zones. Section 599 also did not prevent AID from using funds already in the pipeline for overseas export promotion.

The author of Section 599 welcomed the new guidelines, but called for AID to ''show the same strong commitment'' to provisions that prohibit spending U.S. funds on activities that contribute to labor rights violations.

Rep. George Brown (D-Calif.) said he expects an upcoming General Accounting Office report to ''help demonstrate the need for strong worker rights legislation to be enacted to overhaul U.S. foreign aid law and programs.''

IATSE contract sweetens pensions, pay

Some 24,000 members of the Theatrical Stage Employees in Los Angeles won a new four-year contract with the Alliance of Motion Picture and Television Producers that includes wage increases of 3 percent per year.

The contract, retroactive to Aug. 1, includes a 20 percent increase in pension benefits and a 50-cent hourly increase in the producers' contribution to the union's health insurance fund.

Negotiators also reached agreement on a four-year supplemental contract covering IATSE members who work on shows that are videotaped, rather than filmed, affecting mostly workers on television situation comedies. That agreement, retroactive to Oct. 1, 1992, includes wage increases of 2 percent in each of the first two years and 3 percent in each of the final two years.

The new deal will establish a joint committee to review the language that permits studios to contract out with non-signatory production companies, which then are not bound to use IATSE members during production. The committee will report back in 90 days.

The union wants tougher language inserted in order to crack down on frequent abuses by producer alliance members who use the provision as a loophole to cut production costs. Signatory studios have been exercising casting and other control over the independent ventures, making some of these productions little more than in-house, non-union affairs, the union said.

The new agreement also offers the producers certain cost reductions during the first two years of new television shows and on ''pilots'' as long as they are filmed in Los Angeles.

New shows will be granted some relief on such things as vacation and holiday pay and on overtime, which will kick in only after 12 work hours, rather than 12 elapsed hours. The union concessions will be higher for the first year of production, then slightly less in the second year.

UNION NEWS

Two added to boycott list

The AFL-CIO has added gasoline sold at Go-Mart pumps and products made by Plumrose USA to its national boycott list.

Go-Mart has refused to recognize Oil, Chemical and Atomic Workers Local 3-590, refused to bargain in good faith, refused to provide the union information required by law and threatened employees with loss of their job if they did not decertify.

Go-Mart gasoline is sold at Go-Mart convenience stores and truck stops located primarily in West Virginia, Ohio and Kentucky.

Members of Food and Commercial Workers Local 280 have been on strike at Plumrose's Elkhart, Ind., plant since last September after company management refused to bargain in good faith on a new contract.

The union has filed charges of unfair labor practices against the Danish-owned company, whose last offer eliminated job security and cut back wages and health benefits.

Plumrose products include meats packaged under the Plumrose, Elcona and Dak labels.

Merger with IAM supported

Delegates to a two-day convention of the International Woodworkers of America recommended merger with the Machinists.

The union will submit a referendum on the issue to the membership, which now totals about 20,000 after falling from a high of 58,000 two decades ago.

Affiliating with the IAM would allow the IWA to better serve its members scattered over 37 states, said union President Bill Hubbell.

At long last Health Security Act offers unions chance at real

By Colleen M. O'Neill

With key congressional committees slated to move the historic Health Security Act to the floor before Easter, labor will be redoubling its efforts to see that comprehensive health care reform is enacted during this Congress.

The Health Security Act (S. 1757 and H.R. 3600) meets labor's criteria of universal access to a comprehensive benefits package at affordable prices with cost containment, fair financing and quality care.

The measure states clearly its intent to "insure individual and family security through health care coverage for all Americans in a manner that contains the rate of growth in health care costs and promotes responsible health insurance practices, to promote choice in health care and to ensure and protect health care for all Americans."

The AFL-CIO believes the Health Security Act provides the best opportunity for comprehensive reform of the nation's failing health care system. But it is crucial that trade unionists participate in the legislative process if real reform is to be won. Following is a summary of the provisions of the legislative package.

Restructuring responsibility

The Health Security Act would restructure the responsibility for health coverage through newly created bodies at the federal, state and local levels.

Each state would be required to establish one or more health alliances by Jan. 1, 1998 — one alliance per region. Or a state could exercise its option to establish a single-payer system that would encompass the entire state.

State legislatures, which must pass enabling legislation setting up the alliances, are shaping up as an important battleground for trade unionists. Many such key functions as certifying plans, ensuring their financial strength and the incorporation of the medical portion of workers' compensation and automobile insurance, would be left up to the states.

There would be several health plans within the alliances, including at least one each of the following:

A Health Maintenance Organization (HMO), which would have a provision allowing individuals to go out of the network for care.

A fee-for-service plan, which would allow individuals to go to any doctor or hospital they choose.

A Preferred Provider Organization (PPO), which allows an individual to go to either an in-network doctor and pay a minimal deductible, or out-of-network to any doctor and pay the higher cost-sharing requirements.

The health alliances would represent the consumer and protect quality while negotiating with health plans. The alliances also would act like employers in paying insurance plans and doctors. In addition, the alliances would charge community rates — in which risk is assessed across the entire population in the alliance, and thus providing that all individuals are assigned the same premium.

On the federal level, a national health board would decide any expansion or regulation of the benefit package, setting national priorities for prevention, establishing quality standards and putting in place other rules as necessary to implement a national framework. The board would set the overall rules of the system and ensure that the principles of universal access, cost containment, quality, access and fair funding are maintained.

Non-regional alliances

In certain circumstances, large businesses and multiemployer plans may "opt out" of the regional alliances and set up their own alliances. These arrangements are subject to the same responsibilities as the states' alliances and would be governed by the national health board.

Corporate alliances might be formed by private corporations with more than 5,000 full-time employees, but large public employers could not opt out. Corporate alliances would not be allowed in states that choose the single-payer option.

Corporate alliances, while governed by the same requirements as regional alliances, would use experience ratings to determine premiums — that is, payment on actual claims experience rather than a community average.

Corporations with a unionized work force would negotiate with their workers over the decision to form a corporate alliance, and unions would be able to continue to negotiate additional benefits and levels of coverage for full- and part-time workers.

Multiemployer plans — prevalent in the construction, retail and some service industries — already perform some of the functions of regional alliances, like collecting contributions and ensuring continuity of benefits for employees who work seasonally or for several employers. There are four options available to multiemployer funds that existed before Sept. 1 1993:

- Plans with more than 5,000 active participants could form a multiemployer health alliance to provide coverage directly to members.
- Plans could join with other funds affiliated with the same union or representing different crafts within one industry in the same area to create a fund of more than 5,000 participants.
- Plans could participate in the regional alliance by collecting funds from employers and paying premiums, as other employers would, into the regional alliance on behalf of individual workers.
- Plans could disband and thereby require employers to make contributions to the regional alliance as they would for any other workers.

Unions that sponsor funds still would be free to negotiate supplemental benefits for their members, as well as for employers to pick up, without tax liability, employee costs for premiums, co-payments and deductibles.

Coverage and benefits

Under the Health Security Act, all U.S. citizens and legal residents would be given a Health Security Card enabling them to enroll in a health plan and obtain insurance coverage. Legal aliens and documented long-term non-immigrants also would be covered.

The system would be built on an employer base similar to the current patchwork network of coverage but with employers required to pay 80 percent of the average weighted premium within an alliance toward the cost of the employee's insurance.

There are several other important differences. Coverage would not be tied exclusively to employment, so that those not in the work force would receive equal coverage. Thus the financing is employer-based but the coverage is not. The choice of plan would be left up to the individual or family and would not be the exclusive domain of the employer. In addition, coverage would be portable — with workers no longer forced to stay in one job to maintain coverage.

Benefits would be as comprehensive as the majority of existing packages, covering everything from preventive care, routine physician services, emergencies, hospitalizations, home health care, prescription drugs, preventive care, some mental health and substance abuse treatment, laboratory and rehabilitative services.



reform

The only benefits excluded by the Health Security Act would be non-medically necessary care, custodial care, cosmetic surgery, in vitro fertilization services, exchange operations, private-duty nursing, comfort items and most orthodontic procedures. Hearing and vision care would be covered, but eyeglasses would be covered for children only.

Employer financing

The Health Security Act would be financed primarily through employer-paid premiums — the 80 percent of the average premium paid by the employer on behalf of the employee for full-time workers, with an obligation for a pro-rated share for part-time workers (those working fewer than 120 hours a month).

Employer contributions would be capped at 7.9 percent of total wages, with costs above that amount subsidized through a national pool. Employers in non-regional alliances would not be subject to that contribution cap.

Large employers who choose to go with the regional alliance instead of forming their own would continue to pay their current premium levels for the first four years and then would be phased down to the cap over the next four years. Public employers also would be phased down, reaching the 7.9 percent cap by 2002.

The Health Security Act would provide some assistance for small, low-wage businesses in the form of a sliding scale of caps on employer premium contributions, from 3.5 percent up to the 7.9 percent cap.

Employees would be responsible for paying the portion of the premium remaining for the plan they had selected after the employer's share had been paid.

In other words, one alliance might have an average premium cost of $2,000, of which the employer would pay 80 percent, or $1,600. If the employee were to choose a plan costing $1,600, he would owe nothing in additional premiums; if he were to choose a plan costing $2,400, he would owe $800, the difference between the employer's share and the cost of the plan.

Individuals and families would be classified in one of four categories: individual, couple only, single parent and dual parent, with an arrangement made for two-income families to share the cost of the family's premium. Children — those under 18, or full-time students up to age 24 — would be covered under the family's policy and enrolled in the family health plan.

Non-working individuals and family members — including those on strike — would be responsible for the entire premium for the plan selected, but federal subsidies would make coverage affordable.

Employee contributions would be capped at 3.9 percent of total income, with federal discounts available to low-wage families and individuals with incomes 150 percent of the federal poverty level.

Collective bargaining

The measure would preserve an important role for collective bargaining. Unions may bargain for employers to pay the individual's co-payments, deductibles or share of the premium. Unions may also bargain supplemental benefits beyond the Health Security package.

That gives union workers a chance to recapture some of the savings to be realized by employers — as partial repayment to wage earners who gave up wages to pay for health care in years past.

For example, most union employers now devote between 10 percent and 15 percent of payroll to health benefits — and some employers, such as the Big Three automakers, pay more than 20 percent of payroll to health care. That means substantial savings when the 7.9 percent cap kicks in for employers. Workers and their unions can negotiate for additional health benefits, pensions, wages, or other employee benefits — anything the unit chooses.

Tax exemptions

All premium payments for benefits in the federally guaranteed package would be permanently tax-exempt and deductible for employers and employees. In addition, supplemental plans that pick up all or some of a workers' premium shares, deductibles and co-payments also would be fully tax free for employees and tax deductible for employers.

Payments for supplemental plans covering benefits not included in the basic package — cosmetic surgery, private-duty nursing and the like — would remain tax deductible to the employer but, beginning in 2004, would be considered taxable income for workers.

Cost containment

The Health Security Act calls for tough caps on health plan premium increases. The national health board each year would set an allowable rate of increase for each alliance, equal to the general rate of inflation in the economy and adjusted for differing risk levels among the regional alliances.

The measure would eliminate balance billing — the practice of sending the individual or family a bill for the remaining portion of a hospital or practitioner's fee after the insurance payment is credited. It also would eliminate cost-shifting, since all employers would be required to pay for all workers.

Administrative simplification is another road to cost containment. The Health Security Act specifies that the national health board would develop and publish standard forms for enrollment and benefit claims, and calls for medical malpractice reform, including limits on attorney fees and the use of alternate dispute resolution systems.

The Health Security Act would create a "National Quality Management Council" of 15 members appointed by the president and charged with the development of national measures of quality performance. This information would be made available to consumers on a regular basis.

The measure also calls for the development of practice guidelines to aid health professionals in preventing, diagnosing and treating health disorders.

Historic opportunity

After working for nearly 60 years for a national social health insurance system, now is the time to act, AFL-CIO President Lane Kirkland has stressed. He pointed out that polls generally show public support for immediate action to reform the current system.

"No issue is more important right now to the future of the country," Kirkland told reporters Jan. 11. Asked if Health Security precluded achieving national health insurance, Kirkland said, "Not at all. In fact, Health Security provides experimentation at the state level that might persuade people that single-payer is the best approach."

The biggest challenge, he said, will be to protect the Health Security Act from its opponents' strong lobbying.

Labor will continue to support the Health Security Act so long as labor's fundamental precepts remain within the measure, Kirkland said.

"But if the Congress defaults in its duty and tries to escape from its obligations by adopting a phony or empty plan with a label on it, there is a point that we would jump ship and oppose it and stick to our guns and fight again another day," he said.

ECONOMY

DATA

Consumer price Index	
CPI=W December	+0.1 percent
1993	+2.5 percent
Real weekly wages	
Since Dec. 1992	+0.6 percent
Since Dec. 1983	-7 percent
Housing starts	
December	+6.2 percent
1993	+7.1 percent
Leading indicators	
November	+0.5 percent
Trade deficit	
November	$10.2 billion
Jan.-Nov. 1993	$109 billion

Real pay edges up

Real weekly earnings for U.S. wage earners rose 0.6 percent during 1993, the first over-the-year gain since 1986 as the increasing cost of living eroded workers' paycheck in the intervening six years.

But since December 1983, inflation-adjusted weekly earnings have declined 7 percent, so catchup requires far more than the tiny increase of 1993.

Average hourly earnings for production and nonsupervisory workers rose 2.5 percent last year while weekly hours increased by 0.6 percent to boost overall weekly pay 3.1 percent. But with the consumer price index for urban wage earners (CPI-W) rising 2.5 percent, the inflation-adjusted gain in weekly wages came to 0.6 percent.

The Bureau of Labor Statistics said weekly earnings averaged $380.66 in December before COL adjustment, compared with $369.15 a year earlier.

Rising living costs wiped out pay gains in every year from 1987 through 1992. The heaviest setbacks came in 1990, when real pay was eroded 1.8 percent, and in 1991, when real wages fell 1.6 percent.

Rise in living costs slows

The cost of living for wage earners keyed to the government's (CPI-W) consumer price index rose 2.5 percent in 1993, the smallest increase since 1986, BLS reported.

Food prices advanced 2.8 percent over the year, despite a fairly sharp upward surge in the last three months of 1993. Housing costs, mainly rents, increased 3 percent.

Overall energy costs fell 1.7 percent from December 1992, including declines of 5.9 percent for gasoline and 3.8 percent for fuel oil. However, utility rates for gas and electric rose 2.8 percent.

The costs of medical care continued to outpace the increase in all other major components of the price index, rising 5.2 percent last year after a 6.8 percent surge in 1992.

Annual increases in the government's price indexes have leveled off at 3 percent and lower since 1990 when the cost of living skyrocketed 6.1 percent.

Industrial production up

The increase in industrial production averaged 4.2 percent in 1993 as U.S. industry posted its best gains since 1988, the Federal Reserve reported.

Over the 12 months ended in December, manufacturing output climbed 5.6 percent with a sharp upturn in auto production. The output of durable goods increased 8.8 percent over the year while non-durable production rose 1.3 percent.

Output by mines dropped 0.4 percent and declined 0.1 for utilities, despite gains in December.

In the fourth quarter, the FRB said production was increasing at an annual rate of 7.5 percent. Capacity utilization at year-end was 83.5 percent, up 2.5 percentage points from December 1992.

Home building gains

Housing starts surged 7.1 percent in 1993 to 1.29 million units, the highest level in four years, the Commerce Department reported.

In December, the construction of new homes and apartments jumped 6.2 percent to an annual rate of 1.54 million units. Applications for building permits rose 7.4 percent to an annual rate of 1.48 million.

Families forced to economize

Sagging weekly earnings undercut household income

By John R. Oravec

For millions of American families, the 1990s are not the best of times.

With workers' real earnings severely depreciated through much of the 1980s and early 1990s, wage earner households are scrimping to make ends meet even under the tightest of family budgets.

Based on assumptions extrapolated from Bureau of Labor Statistics data, AFL-CIO economist Anne Draper has concluded that an intermediate family budget for a household of four persons in December 1993 was $36,574.

The higher family budget in December was estimated at $52,698 and the lower family budget at $22,518.

But data issued by BLS showed that average weekly earnings for production or nonsupervisory workers in December were $380.66. For 52 weeks on the job, that works out to $19,797.32 for the year, or $2,771 short of meeting even the lower family budget.

Annual earnings are lower for millions of other families, particularly those headed by an unemployed worker as well as those holding part-time, temporary and minimum wage jobs.

The current federal minimum wage, which has not been raised since April 1991, is $4.25 an hour. At that rate, the minimum wage worker earns $170 a week, or $8,840 a year.

Statistics are not out yet for 1993, but the Census Bureau reported that 36.9 million Americans — 14.5 percent of the U.S. population — were trapped in poverty in 1992. For a single person, the poverty threshold was $7,143. For a family of four, the threshold was $14,335.

In 1992, Draper noted that a worker would have had to earn at least $7.10 an hour, or $284 a week, to keep a four-person family at the poverty threshold. But with their annual incomes lacking, nearly 8 million families were below the poverty line in 1992.

Many households had to depend on more than one worker's earnings to get above the poverty line. The share of income received by the middle 60 percent of families was 51 percent in 1992, down from 51.3 percent in 1991.

With more than one worker in many households, the median family income in 1992 was $36,812, which was a decline of 0.6 percent from 1991 after adjustment for inflation, according to BLS data.

Median earnings for men working full-time in 1992 were $30,358, up just 0.2 percent from 1991 after allowing for inflation. Earnings for women rose 1.3 percent to $21,440 in 1992.

Even so, real pay for rank-and-file workers has not kept pace with the rise in the cost of living over the last 10 years. Since December 1983, real weekly earnings for the nonsupervisory production worker have declined 7 percent, Draper pointed out.

Before 1982, BLS had issued reports regularly on worker family budgets and income needs. The series was dropped during the Reagan administration and has not been reinstated.

Based on Draper's extrapolations, the estimated intermediate family budget of $36,574 in December 1993 would call for 24 percent of the expenditures for food and 23 percent for housing. Taxes — federal, state and local, and social security — accounted for 20 percent. Other expenditures included transportation, 10 percent; clothing, 6 percent; and medical care, 6 percent.

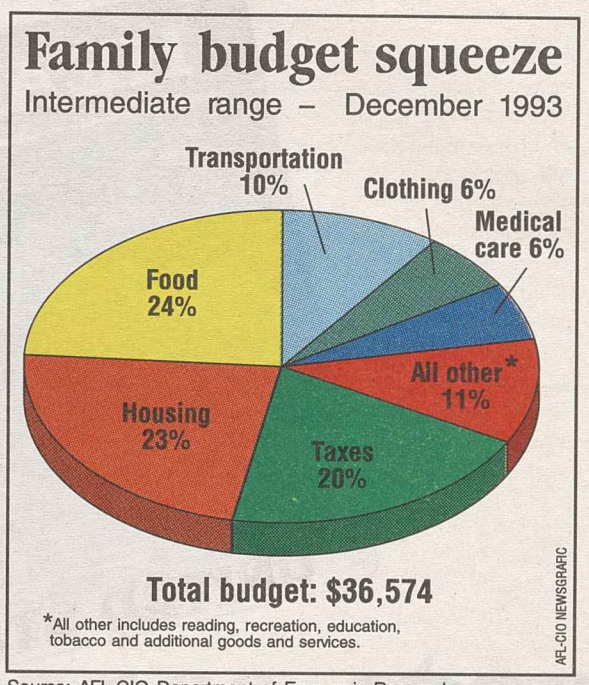
The costs of goods and services in the intermediate budget rose 53 percent since 1981 to $29,392, while taxes increased 17 percent to $7,182.

In the lower budget, the cost of food takes a large chunk of the overall expenditures. All of these families are in rental housing. They buy cheaper food and clothing. Fewer families in this budget own a car.

According to the latest Census Bureau report, median household income in 1992 — including both family and single-person households — was 5.9 percent below the level at the start of the Bush recession.

The Northeast was the hardest hit, with median income declining 10 percent between 1989 and 1992. Even so, the Northeast had the lowest poverty rate of any region at 12.3 percent. It was followed by the Midwest at 13.1 percent; West, 14.4 percent; and South at 16.9 percent.

The Census data showed that 14.7 percent of Americans were without health insurance, up from 14.1 percent in 1991. More than 28 percent of the poor were likely to be uninsured, compared with 12.4 percent of those above the proverty line.



Source: AFL-CIO Department of Economic Research

Trade deficit widens to $109 billion

The U.S. foreign trade deficit widened to $109 billion in the first 11 months of 1993 — 43 percent more than the $76 billion shortfall in the same 11 months of 1992.

According to Commerce Department data, merchandise imports surged 10 percent to $531 billion from January through November while exports inched up 3 percent to $422 billion.

At that pace, the total 1993 trade gap is expected to exceed $120 billion, the worst showing in several years. The 1992 trade deficit totaled $84.5 billion.

Imports of manufactured goods accounted for most of the deepening trade deficit. Before seasonal adjustment, the influx of factory-made goods amounted to $439 billion over the 11-month period, compared with $332 billion in exports. The bottom line was a $107 billion imbalance.

The November trade imbalance alone was $10.2 billion — down a bit from October, but more than double the $4.6 billion shortfall in the year-ago month.

The U.S. trade position in North America continued to deteriorate during 1993 as the overall deficit ballooned to $8.4 billion from $2 billion in the 1992 period. The imbalance with Canada widened to $9.9 billion, while the U.S. surplus with Mexico shrank from $4.8 billion to $1.5 billion.

The deficit with Japan was headed for another record, despite a July agreement by President Clinton and former Prime Minister Kiichi Miyazawa to open Japan's markets to U.S. producers and to reduce the persistent Japanese trade surplus.

In the first 11 months of 1993, the trade gap with Japan surged to $54 billion from $44.5 billion a year earlier. Imports from Japan jumped by $9.4 billion to $97.7 billion even as U.S. exports to Japan declined by $143 million to $43.7 billion.

Clinton and Japan's new prime minister, Morihiro Hosokawa, will address the distressing trade relations between the countries in February. But trade analysts are not expecting significant movement by Japan to reduce its barriers to U.S. goods and services.

While the United States continued to review human and worker rights violations in China, the U.S. trade deficit with the Asian country widened by $1.2 billion to $7.7 billion from January to November.

In transactions with Western Europe, the U.S. trade surplus of $6.6 billion for the 1992 period was wiped out and replaced with a deficit of $1.7 billion.

— John R. Oravec

NEWSMAKERS

Congress will lose a champion of working people next year when **Rep. William D. Ford** (D-Mich.) will retire. Ford, who chairs the House Education and Labor Committee, is the sponsor of OSHA reform legislation and has shepherded many key pieces of labor legislation, including the striker replacement bill. Ford has a 97 percent ''right'' lifetime COPE voting rating. Next in line to succeed Ford is **Rep. William Clay** (D-Mo.), who sponsored the Family and Medical Leave Act and the Workplace Fairness bill. Also retiring is **Rep. Don Edwards** (D-Calif.), who compiled a 95 percent ''right'' COPE voting record during his terms in the House.

President Clinton has named National Labor Relations Board executive secretary and former board member **John Truesdale** to a recess appointment on the NLRB. Truesdale's appointment brings a voting quorum to the five-member panel, which has been down to two members pending confirmation of Clinton nominees **William Gould,** a Stanford University law professor who would chair the board, and **Margaret Browning,** a Philadelphia labor attorney. Senate Republicans have held up those nominations while demanding to see the third Clinton nomination, a Republican, and bickering over who that will be.

Labor Secretary **Robert B. Reich** has appointed **Leslie Loble** to be deputy assistant secretary of labor for policy. Loble spent 10 years with the Communications Workers as a policy analyst and as a liaison with congressional, community and business groups.

William C. Doherty, executive director of the AFL-CIO's American Institute for Free Labor Development, is one of three persons named to a U.S. Information Agency panel to advise Congress and the agency about the future of Radio Marti and TV Marti broadcasts to Cuba.

The Steelworkers announced the union will nominate **Robert B. McKersie,** deputy dean of the Sloan School of Management at Massachusetts Institute of Technology, to the board of directors of Inland Steel Industries in Indiana. The nomination will fill a spot that was set aside for a union nominee under the contract reached last July between Inland and the USWA.

Teamsters President **Ron Carey** has retained attorney **Charles Ruff** to assist the union's ethical practices programs. Ruff will advise the IBT on methods for investigating allegations of improper conduct within the union. Carey developed the programs when he took office two years ago. Ruff was a key attorney in the prosecution of the Watergate case against Richard Nixon in the early 1970s.

Actors' Equity dedicated a new learning center that includes a computer classroom, career counseling room and a library/writing room. The **Willard Swire** Learning Center of the Actors' Work Program is named for Equity's former executive consultant who was an early supporter, mentor and board member. At the dedication, **Joe Lowell,** the program's executive director, presented the first annual Willard Swire/American Theatre Wing Scholarship to **Mary Keef.**

The last Domino fell in the Washington, D.C., area, where 53 outlets of Domino's Pizza agreed to conform to the chain's national policy and end the 30-minute delivery guarantee policy. Domino's bowed to pressure from People Against Dangerous Delivery (PADD), a group formed after victims of the mad-dash delivery approached the AFL-CIO's Food and Allied Service Trades Department for assistance.

DEATH

Frank Morelli, president of AFSCME's District Council 37 in New York, died from a heart attack in a Manhattan hospital. He was 59.

Morelli has been second in command of the council for the past decade, presiding over the union's executive board and the delegate assembly. He also had been president of Local 983 of the Motor Vehicle Operators since 1974.

''Frank's passing is a tremendous loss for the union and the human rights movement,'' said Stanley Hill, executive director of District 37.

A native of Queens, Morelli rose through the ranks of Local 983. He was elected vice president of the council in 1975 and vice president of the state federation in 1987.

Morelli was active in many civil rights organizations, including the Coalition of Black Trade Unionists, and was a founding member of the Italo-American Coalition.



Bill Burke/Page One Photography

AIDS Conference participants hear from Ed Ruff, New York State AFL-CIO, and Elaine Askari of the labor occupational health program at the University of California at Berkeley.

Labor urges AIDS awareness

Unions build on efforts to overcome fear, prejudice

By Sharolyn A. Rosier

Unions ''must not let the stigma associated with AIDS prevent us from challenging the hysteria and waging a fight against the epidemic,'' Peg Seminario, director of the AFL-CIO Occupational Safety and Health Department, told a national labor conference on the disease.

Some 150 labor leaders attended the conference, which was sponsored by the AFL-CIO in collaboration with the federal Centers for Disease Control and Prevention.

Among the attendees was Mary Moreno, a former member of AFSCME Local 1624, who traveled with her husband, Gabino, from Austin, Texas, to tell her story. Moreno, who learned she was HIV-positive three years after receiving a blood transfusion, said she has committed the rest of her life to educate young people on HIV/AIDS.

''I am here because I know first-hand the importance of education,'' said Moreno, a 56-year-old grandmother. ''We must be more proactive in educating young people and workers about this disease.

''It is my hope that through conferences like this and training in the workplace, people will become educated about AIDS and that education will help them overcome the hate and the fear and the prejudice,'' she said.

The conference builds on a variety of programs developed over the past few years as unions have realized the importance of HIV/AIDS education, said Mindy Cermak of the AFT.

''Union programs must be ongoing and provide workers and their families with the necessary information and resources to make informed decisions,'' she said, explaining the AFT's AIDS Education Project during a plenary on model union programs.

During the conference luncheon, Dr. David Satcher, director of the Centers for Disease Control and Prevention, stressed the importance of continued involvement and partnership with organized labor. The center conducts an ongoing Business and Labor Respond to AIDS Program, which co-sponsored the conference with the AFL-CIO.

''The CDC Program is immeasurably strengthened by its partnership with labor across the nation. Your members are a vital force to help stop the epidemic and save the lives of American workers.''

Kristine Gebbie, national AIDS policy coordinator, said workplaces are critical to a national response to the HIV epidemic. ''HIV infection is here — it is in communities all across this land — and becoming informed is the first step in getting ahead of the virus,'' she said.

Conference participants attended workshops on issues including HIV/AIDS and the law, occupational exposures, access to AIDS services and resources, developing contract language and supporting members with HIV/AIDS and their families.

Speakers included AFL-CIO Vice Presidents Gloria Johnson of the Electronic Workers, John J. Sweeney of the Service Employees, John N. Sturdivant of the Government Employees and Gerald W. McEntee of AFSCME, as well as Joslyn N. Williams, president of the Metropolitan Washington AFL-CIO, and Robert Pleasure, executive director of the George Meany Center for Labor Studies.

RESOURCES

The Federal Mediation and Conciliation Service has $769,000 in grants available for labor-management committees and cooperative programs. Application kits are available from the Office of Labor-Management Grant Programs, FMCS, 2100 K St. N.W., Washington, D.C. 20427, or call 202/653-5320.

PUBLICATIONS

Public Employees Bargain for Excellence: A Compendium of State Public Sector Labor Relations Laws shows how one-third of the nation's 15.5 million state and local government workers are not covered by collective bargaining laws. Write the AFL-CIO Public Employee Department, 815 16th St. N.W., Suite 308, Washington, D.C. 20006, or call 202/393-2820.

It's Your Job...These Are Your Rights is a 13-page pamphlet that offers young workers an introduction to their rights at work under federal laws. Contact the AFL-CIO Reproduction and Mailings Division, 815 16th St. N.W., Room 209, Washington, D.C. 20006.

VIDEO

The Labor Institute of Public Affairs has issued its 1993 **Resource Catalog.** For a free copy, write LIPA, 815 16th St. N.W., Washington, D.C. 20006, or call 202/637-5334 or 800/242-UNION.

Unionists rush to assist earthquake victims

Continued from Page 1

people hospitalized. At least 50,000 family dwellings were damaged.

Fire fighters, police officers, nurses and public employees looked beyond their personal misfortunes to provide emergency assistance. At the height of the relief efforts, more than 2,500 Fire Fighters assisted residents. Fortunately, only five Fire Fighters were injured during the relief efforts, said Capt. Steve Valenzuela, community relations officer for the L.A. County Fire Department.

Valenzuela, a member of IAFF Local 1014, said the disaster will keep union members busy for many days to come. Numerous inspections must be done and emergency paramedics are needed, he noted.

During the rains that followed the quake, all county fire stations located in the Santa Clarita Valley provided plastic sheeting, lathe and nails.

''Parks and recreation employees have kept recreation centers open and social workers are operating a hotline,'' said David Miller, AFSCME public affairs representative. ''We even had a parking enforcement officer who lost her home. Since she had health care training, she helped care for her neighbors.''

With more than 7,000 people injured, health care workers are constantly providing care wherever it is needed — in hospital parking lots, emergency rooms or in the streets.

''The Kaiser Permanente Clinic in Granada Hills collapsed,'' said Lee Boek, business representative for Service Employees Local 399. ''Those workers have been moved to another location and, fortunately, no one has lost their job. A parking garage at the West Los Angeles Kaiser office also collapsed, but because of the time of the quake (4:30 a.m.), no one was hurt.''

Local 399 represents some 11,000 health care workers at Kaiser offices in southern California.

''We're extremely fortunate the earthquake didn't strike on a school day,'' said Day Higuchi, vice president of the AFT affiliate in Los Angeles. ''Every school has been inspected and 76 have been closed. Damage has been estimated in the range of $500 million throughout the school district.''

Ninety percent of the students went back to school, Higuchi said. Despite the circumstances, teachers are doing whatever is possible to maintain some degree of normalcy in the classrooms.

Meanwhile, Letter Carriers have continued service to the Los Angeles community, said NALC Representative Tom Young. ''The Post Office has walk-up windows so persons who have been displaced can pick up their mail. It's amazing how trivial matters seem until there is an emergency like this and all forms of communication are extremely essential.''



Caroll Minogue/AFL-CIO Community Services

NALC Local 2902 members hand out relief supplies at Northridge-area tent city.

Union members are helping in other ways to ease the tragedy of the earthquake. ''Blood, money and volunteers are needed more than any other things,'' said David Oliver, AFL-CIO community services liaison for the American Red Cross. ''The Red Cross has opened 11 Service Centers, including two at Machinists Local 727 in Burbank and UAW Local 645 in Van Nuys.

Earthquake victims who participate in the Union Privilege MasterCard, loan, mortgage and real estate and life insurance programs may be eligible for payment extensions, financial assistance and other special help. Union Privilege members not living in the earthquake area who were affected by the disruption of local services because of the quake may also be eligible.

''We understand how tough it is for people to put their lives back together when disaster strikes,'' said Union Privilege President David Silberman.

For more information, call 800/257-0460 for Union Member Mortgage and Real Estate; 800/622-2580 for Union MasterCard; 800/343-7097 for the Loan Program; and 800/327-4349 for the Life Insurance Plan.

How unionists can help

Several union relief funds have been established to assist victims of the Los Angeles earthquake:

- The Los Angeles Disaster Relief Fund, L.A. County AFL-CIO, 2130 W. 9th Street, Los Angeles, Calif. 90006.
- NALC Earthquake Relief Fund, 3636 Westminister Avenue, Suite A, Santa Ana, Calif. 92703.
- Laborers' Relief Fund, Pacific Southwest Regional Office, 620 Sunbeam Avenue, Sacramento, Calif. 95814.

The American Red Cross also has issued an emergency appeal for blood donors. Unionists also can ''adopt a shelter'' by contacting Carol Sizemore, AFL-CIO community services liaison for the American Red Cross at 202/739-5582.

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UNION YES

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AFL-CIO NEWS

VOLUME 39, NUMBER 4 FEBRUARY 7, 1994

'Now' really is time for health care reform



Mike Garcia/IBT Local 616

Striking Diamond Walnut workers, many of them grandmothers who were "permanently replaced" more than two years ago, call for passage of the Workplace Fairness Act in a demonstration in front of the company's headquarters in Pleasanton, Calif. **See story, Page 3.**

Congress takes up package to cure nation's health ills

By Colleen M. O'Neill

"Now is the Time" isn't just a slogan — it's reality for the supporters of comprehensive health care reform.

Congress' return to Washington Jan. 25 means an intense focus on the issue and legislative skirmishes over the administration's Health Security Act (H.R. 3600 and S. 1757) and competing measures.

The AFL-CIO will be concentrating lobbying efforts on Capitol Hill and in the home districts of members of Congress, pushing comprehensive reform along the lines of Health Security as a long-sought chance to assure universal access, cost containment, quality control and fair financing.

Presidents Owen Bieber of the UAW, John J. Sweeney of the Service Employees and Gerald W. McEntee of AFSCME testified before a House subcommittee Feb. 2 on the effects of health care reform on their members.

"This is a crisis that is eating away at the very fabric of the American workplace," McEntee told the labor-management relations subcommittee of the House Education and Labor Committee. "We can't solve our budget problems unless we solve the health care crisis. We can't solve our welfare problems unless we solve our health care crisis."

"The UAW believes that the plan presented by President Clinton would address these problems in a manner that is good for workers, good for employers and good for the entire country," Bieber said.

Sweeney noted the existence of other measures that would not provide real reform.

"SEIU is opposed to the Managed Competition Act of 1993 and proposals offered by Rep. Robert H. Michel (R-Ill.) and others because they do not meet SEIU's principles for reforming the health care system," he said. "These alternative bills are not merely painless placebos. They would actually make things worse for middle-class families.

"What they all have in common is both new taxes on employer-paid health benefits and total reliance on market forces to drive down costs."

In addition to the testimony by the three AFL-CIO vice presidents, representatives of SEIU, the Communications Workers and other unions all have told Congress during a 10-day span of the urgent need for real reform.

The AFL-CIO campaign for health care reform includes an initial mailing of 33,000 letters, sent the first

Continued on Page 3

Worker issues top congressional agenda

By Mike Hall

Some of labor's top priority issues are high on the legislative agenda as the second session of the 103rd Congress gets under way.

Health care reform, which encompasses many of the principles the AFL-CIO has sought for decades, will command much of the attention of Congress and the nation this year.

Reform of the 1971 Occupational Safety and Health Act, with White House backing, has its best chance two years after it was first introduced and 13 years after the Reagan and Bush administrations began chipping away at worker safety and health.

The Workplace Fairness bill, which would ban the use of "permanent replacements" for striking workers, faces a Senate filibuster threat that has kept the bill from reaching the floor. But that could change in the spring.

Other key bills before Congress include a balanced budget amendment that the AFL-CIO opposes, labor-backed Davis-Bacon reform legislation and yet-to-be-introduced welfare reform legislation that the federation will closely monitor.

The complexity of health care reform make it impossible to predict a hard-and-fast timetable, with predictions ranging from a House vote before the Memorial Day recess and Senate action in August to theories that the issue cannot be settled until as late as the November election.

The AFL-CIO has said the administration's Health Security Act (H.R. 3600 and S. 1757) meets the federation's long-stated goals: universal access, comprehensive benefits package, individual choice of provider, cost controls and fair financing.

Only one other option, a single-payer plan that also is pending in Congress, meets those AFL-CIO principles. The other plans only seek to avoid real reform while protecting one or more of the special interests who profit handsomely from the current chaos.

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Government unions hail 'new partnership' proposals

By Sharolyn A. Rosier

Federal unions hailed a report by the National Partnership Council as "an important second step toward establishing a new form of labor-management relations."

Among other recommendations, the NPC called for new options to broaden collective bargaining in the federal sector, establishment of union security arrangements and decentralized and streamlined hiring practices.

The report and recommendations to President Clinton stated that "quality organizations require full and equal worker and union participation," setting a tone of cooperation in federal employment that unions hope will serve as a breakthrough for partnership relations in the private sector.

President Clinton called for a new era of worker-management cooperation in issuing Executive Order 12871 that created the National Partnership Council in September 1993. Earlier, he had created a special commission, chaired by former Labor Secretary John Dunlop, that is seeking ways to enhance labor-management cooperation in the private sector.

The creation of the NPC is part of the administration's National Performance Review to "reinvent" government, which includes some more controversial elements that will require congressional action.

The NPC report was welcomed by Government Employees President John Sturdivant and AFL-CIO Public Employee Department Secretary-Treasurer John Leyden in a joint statement with leaders of the unaffiliated National Treasurer Employees Union and the National Federation of of Federal Employees.

The union officials commended Clinton and Vice President Gore "for their vision of a high-value government which incorporates the involvement of employees and their unions and for their courage to move in this direction, which will make the federal government a model for the country to follow."

The report is "a specific and workable way to make the government responsive," said Office of Personnel Management Director James B. King. The concept of agency-based decentralization is a "dramatic change" from the past, he added.

Options to broaden federal-sector bargaining include requirements that agencies bargain on subjects previously considered management prerogatives, so

Continued on Page 2

High-tech dream hides labor nightmare, panel told

By James B. Parks

The Silicon Valley, where technology and innovation thrive, offers a disturbing vision of what the high-tech workplace of the future could look like if federal labor law is not reformed.

The valley is rife with contractors that insulate the real employers from responsibility for wages and benefits. And that leads to a huge gap in employee living standards, worker representatives told members of the Commission on the Future of Worker-Management relations in San Jose, Calif., Jan. 27.

As fast as the technological developments have flowed, the pace of labor improvements in the valley has been non-existent, said Lenny Siegel, director of Pacific Studies Center. Unless labor law and policy changes, he said, ''people around the country are going to suffer the same way many people do suffer in Silicon Valley,'' where 31 percent of the workers earn less than $15,000 a year.

''We don't have the kind of mid-level jobs you saw in the auto industry,'' where a worker could rise up the corporate ladder, he said. ''If we use this kind of model for the rest of the country, the rest of the country is going to be in a lot of trouble.''

A major problem is the increasing use of contractors for both manufacturing and service jobs, said San Francisco State University Professor Karen Hossfeld.

Large computer manufacturing companies are concentrating on product development and marketing and contracting with smaller individual companies that focus on a single or few market products. They contract out this work on top of previous contracting out of janitorial, security, landscape and other service work.

This results in a significant lowering of wages as subcontractors compete to see who can deliver the service or product at the lowest cost, she said.

Much high-tech production work now is performed by an underpaid class of working poor women, immigrants and people of color who hover barely above poverty, ''crowded into some of the most expensive housing in the country and lacking health insurance,'' she said.

Current labor law ''is built around the idea that by negotiating in good faith with direct employers, we can improve our working conditions,'' Mike Garcia, president of Service Employees Local 1877, told the panel of commissioners.

''But, increasingly, our employers are middle men, payroll services and captives of larger companies.'' For service workers, the law is ''worse than inadequate; it is an obstacle,'' he said.

For example, it is legal, he said, for a building owner to fire a cleaning contractor that hires the janitors his union represents for $6.90 an hour and insist on one that pays $5 an hour. But if the janitors who lose their jobs picket the supposedly ''neutral'' building owner to protest his actions, it is a violation of labor law, Garcia said.

Esther Thompson, a single mother of three who cleans the offices of Apple Computer, told a gripping tale of how she moved from Mexico to escape poverty, works two jobs and yet still earns wages below the poverty line.

Garcia said the only way to build an economy that assures skilled workers and the innovation needed to be competitive is to develop new models of worker-management cooperation that truly make it possible for workers to join and form unions.

An example of how cooperation pays off is the 10-year-old New United Motor Manufacturing Inc. plant in Fremont, Calif. The joint venture between General Motors Corp. and Toyota has succeeded because workers actively participate in plant operations, UAW Regional Director Bruce Lee said.

He told the panel that ''mere management-appointed committees in a non-union, or even anti-union environment, will not succeed. Common sense dictates that you cannot have a lasting cooperative relationship between parties of unequal power.''

The San Jose hearing was the fifth stop for the commission. Another hearing is scheduled in Houston Feb. 11. The commission is expected to make its report to the Clinton administration this year.

The commission divided its work into multiple projects, of which the field hearings are one. Tom Kochan of the Massachusetts Institute of Technology heads the field hearing task force and in San Jose he was joined by commissioners Douglas Fraser and W.J. Usery Jr.

Panel sees bigger role for federal unions

Continued from Page 1

long as they did not ''substantially interfere'' with management rights. This could open up to bargaining such topics as work assignments, promotions, alternatives to reductions in force and contracting out, hiring, firing and disciplining employees, as well as wages and fringe benefits, which for most employees are set by law and therefore not bargainable.

Unions now have the right to determine numbers, types and grades of employees assigned to a work project or tour of duty, and the technology, methods, and means of performing work.

Another option would be a gradual, three-phased implementation of mandatory bargaining over agreed-upon operational matters, which would not change current rights and obligations concerning core management rights. Although core management rights would be retained bargaining could occur over previously unpermitted subjects during all stages.

''Of course, we would prefer to move immediately, but if the phase process is used there must be bargaining at every level if we are to attain good government,'' said Sturdivant.

According to NPC's good-government standard, an agency and the union must bargain in good faith to pursue solutions that include increased quality and productivity, customer service, quality of work life and employee empowerment.

In the third option, the parties would be obligated to negotiate all subjects, including operational matters, to final impasse. They noted that the underlying assumption is to develop partnerships where issues are settled internally unless the parties themselves agree to go outside for mediation and conciliation.

The NPC also recommended that all bargaining unit employees pay to help support representational services by the union, which would improve the effectiveness of federal unions while increasing their membership.

Although the federal service is extensively unionized — about 60 percent of the eligible work force has had union representation for almost 20 years — there is no union security available except dues checkoff with a limited revocation period. As a result, most employees in bargaining units are not dues-paying members.

AFGE, for example, represents more than 650,000 federal workers, but has fewer than 200,000 members.

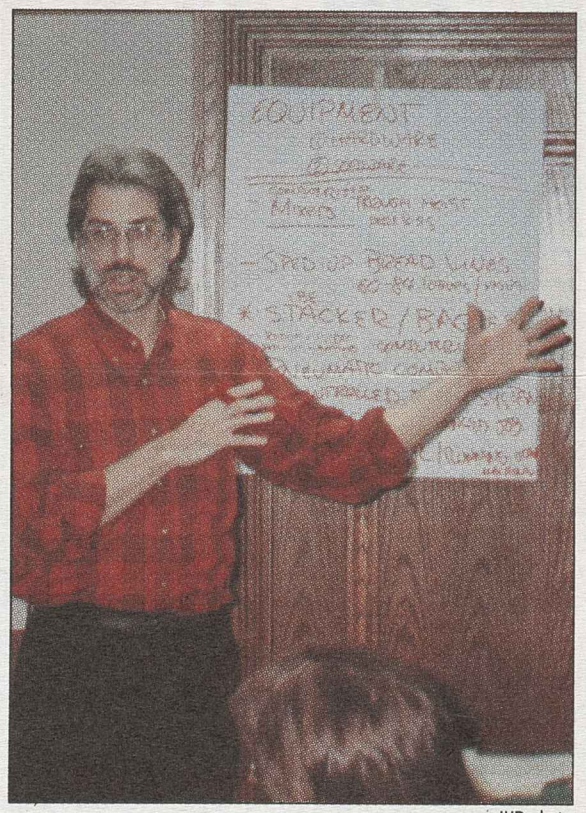
''Given the success of federal employee unions in improving pay and benefits and fighting back cuts in pay, most federal employees are reaping the benefits while only a few people are paying for these services,'' Sturdivant said. ''This has an adverse effect on the union and workers.''

Options recommended by the NPC include a requirement that a unit employee pay for individual services and permit parties to negotiate a fair-share service fee. Another option would require employees to elect either to join the union or to pay a fair-share service fee if bargaining unit membership reached 60 percent of the unit employees.

Employees declining to pay the fee on religious grounds would pay the amount to a designated charity.

The report also urged the federal government to decentralize its hiring process to create a flexible and responsive hiring system.

Each agency should be given the authority to determine when positions must be filled and to develop methods for ranking candidates, it said. But the managers must ''act when and as necessary to support the mission'' of the existing labor agreements.



IUD photo

Workers and their unions must adjust to changing technologies to avoid worker dislocation, said Ray Scannell of the Bakery, Confectionery and Tobacco Workers during a recent conference sponsored by the AFL-CIO Industrial Union Department. The two-day St. Louis seminar, which attracted 120 participants, is one of several regional meetings conducted by IUD that focus on the need to develop continuous activities not only to protect job security, but to teach workers new skills.

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Worker concerns high on congressional agenda

Continued from Page 1

Backed by the AFL-CIO and endorsed by the Clinton administration, OSHA reform (H.R. 1280 and S. 575) would revamp the basic federal job safety and health law for the first time since it was enacted more than 22 years ago.

The legislation would give workers greater job safety rights through the establishment of joint safety and health committees, as well as enhanced whistleblower protections. It also addresses the special hazards in the construction industry and brings millions of public-sector workers under OSHA's protections.

Congressional hearings resume Feb. 9 and 10 with mark-ups expected to be completed by early spring.

Workplace Fairness faces filibuster

Senate Republicans have again promised to filibuster S. 55, the Cesar Chavez Workplace Fairness bill. As a result, the Senate outlook remains uncertain, even though the bill passed the House last year by a 239-190 margin and has the support of the administration.

It takes 60 votes to break the filibuster and bring the bill to the floor. A Senate showdown on the bill could be scheduled before the end of April.

A Senate vote on a balanced budget constitutional amendment may come as soon as Feb. 22. The AFL-CIO opposes the bill as an ill-advised and simplistic ''quick-fix.'' S.J. Res 41 has 50 co-sponsors, including 32 Republicans and 18 Democrats. A constitutional amendment must be approved by a two-thirds vote in each house, and must be ratified by three-quarters of state legislatures.

Under the terms of the proposed amendment, no deficit spending would be allowed except in times of war or imminent war, or by a 60 percent vote of both houses. The resolution will seriously undermine Congress' fiscal powers to help maintain national economic stability.

A 1992 study by the Wharton Econometrics Forecasting Associates predicted such an amendment would lead to large-scale job loss, a drop in overall personal income for most Americans and a huge jump in the level of local and state budget deficits.

Congress already took a major step in addressing the deficit by approving a nearly $500 billion deficit-reduction package last summer.

Recent Congressional Budget Office forecasts predict the fiscal year 1994 budget deficit will be $68 billion less than expected and the upturn in the economy means the deficit will fall much more quickly than previously predicted.

And health care reform legislation would drop it even further, since the long-term growth in health care costs is a major component of the deficit problem.

Budget fights ahead

Another major battleground could be this year's budget fight. The fiscal year 1995 budget will be governed by the discretionary spending caps approved in last year's reconciliation battle. President Clinton will deliver his budget message to Congress on Feb. 7.

In addition to the budget, new spending-cut legislation — some of which is expected to be draconian in scope — may be introduced.

No schedule has been set for AFL-CIO-backed Davis-Bacon reform legislation, H.R. 1231 and S. 627, but it is ready for full-committee mark up in the House following last year's approval by a labor standards subcommittee of the Education and Labor Committee.

Jobs key to welfare reform

The Clinton administration's welfare reform legislation is expected to be introduced by early spring. Its goal, shared by the AFL-CIO, is to move people from welfare to work.

Organized labor is urging that reform be accompanied by aggressive job development and worker training programs in order to avoid large scale placement in dead-end work assignments. Reform also must not jeopardize the jobs of current workers.

The White House is seeking authority to offer ''buyouts'' to federal workers in order to meet the target of a 252,000 reduction in the federal work force. The buyouts are designed to encourage workers to take early or optional retirement and prevent layoffs, which would have a larger impact on minority and women workers.

Congress also is expected to address maritime revitalization, telecommunications, ''information superhighway'' legislation, a highway bill and education legislation.

'Now is the time' for health reform, Congress is told

Continued from Page 1

week of February to households in 17 congressional districts, and a nationwide mailing of 300,000 planned for the week of Feb. 7.

More than 60 field briefings on the issue — and specifically, the administration's Health Security Act — had been held as of the first week of February. In addition, many Legislative Action Committee members in congressional districts across the country have scheduled meetings with their representatives during the recess Feb. 12-22.

That mid-February district work period marks one of the best chances union members have to persuade their members in Congress to support the Health Security Act. House leaders have pledged to move the bill out by May, with several of the key committees slated to act before the Easter recess.

Especially significant to federation efforts are the members of the key House panels — the Education and Labor, Ways and Means and Energy and Commerce committees. Those have been given jurisdiction over the Health Security Act and competing measures, and it is there the battle for genuine, comprehensive reform may be won or lost.

The Labor Institute of Public Affairs has prepared a videotape for use by union groups during the February recess that includes role-playing examples of how union members may approach and discuss the issues with representatives.

The federation and several affiliated unions have been participating in the Health Care Reform Project's television and radio advertising campaign, under way since mid-January.

One TV ad depicts Presidents Franklin D. Roosevelt, John F. Kennedy, and Ronald Reagan urging Americans to move forward on Social Security, the space program and tearing down the Berlin Wall, only to be contradicted by someone who wants to take only a half-step, as many special interests are proposing against the Clinton health program.

Another TV ad urges Americans to examine all plans before deciding which one provides true health security for every citizen.

The project's one-minute radio advertisement features contestants calling out the large sums of money that they pay for insurance premiums. A newspaper ad shows the health insurance companies reserving to themselves decisions consumers should make.



Mike Garcia/IBT Local 616

Teamsters International Representative Bill Freitas addresses rally at Sun Diamond Co.

NLRB backs Diamond Walnut strikers

By James B. Parks

The striking Teamsters at Diamond Walnut Growers gained important political and legal support in their fight for a fair contract.

The National Labor Relations Board issued an unfair labor practice complaint against Diamond Walnut charging intimidation and other violations during a 1993 union decertification election.

The Jan. 28 complaint includes charges that a company supervisor witnessed an attempted assault on a union agent by an employee and did nothing to stop it. The complaint also charges the company with discrimination against union supporters.

''We think this will cut the legal ground out from under Diamond Walnut,'' said Lucio Reyes, secretary-treasurer of IBT Local 601.

The IBT won the Oct. 7-8 decertification election, with voting by both the strikers and scabs hired by the company to ''permanently replace'' them. The NLRB impounded the ballots while it considered charges filed by the union.

More than 500 members of IBT Local 601 — mostly women and minority members — walked out in September 1991 after the company demanded major concessions despite its profitability, and even though the workers saved the company from bankruptcy in 1983 by agreeing to a 30 percent wage cut. For their loyalty, the workers were ''permanently replaced.''

The workers held a mass rally Jan. 31 at the office of Diamond Walnut's parent, Sun Diamond Co., in Pleasanton, Calif. Rep. Tom Lantos (D-Calif.), addressed the group by phone and urged the company to stop its illegal activities and come to the bargaining table.

Meanwhile, in a dramatic turnaround, a Republican congressman who had previously backed the company asked Labor Secretary Robert B. Reich to mediate the strike. Rep. Richard Pombo of Californina had previously opposed a call for mediation.

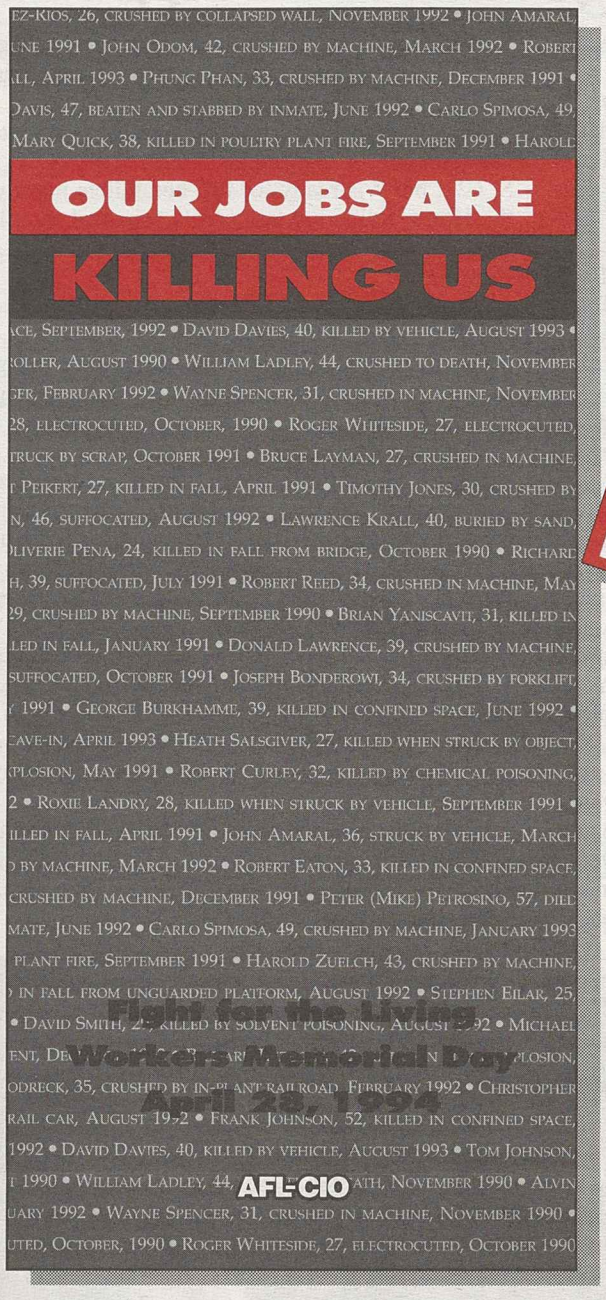
''We're of course pleased that Rep. Pombo has changed his mind,'' said IBT President Ron Carey. ''We hope this helps the growers realize that they're all alone. The community and church support for the strikers has been tremendous all along, and now even the growers' political supporters are jumping ship.

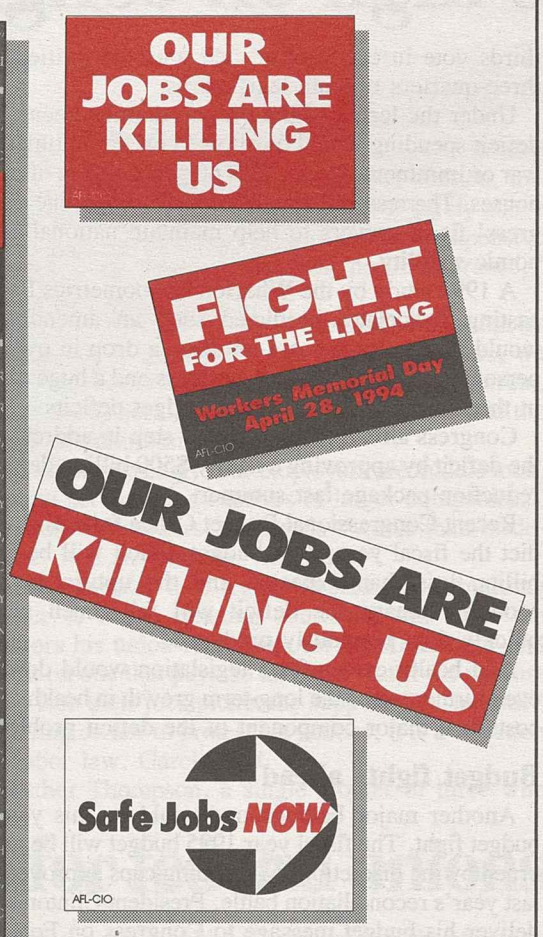
''The only way for Diamond Walnut to get this behind them and get back to business is by negotiating an agreement in good faith, either through federal mediation or by any other means,'' Carey said. ''Rep. Pombo figured out that this strike isn't going to go away. It's time Diamond Walnut realized the same thing.''

Some 70 strikers on Dec. 6 had confronted Senate Minority Leader Robert Dole (R-Kan.) outside a hotel where he was attending a fund-raiser for Pombo, challenging Dole to end the GOP filibuster threat that is holding up S. 55, the Workplace Fairness Act, which would ban the ''permanent replacement'' of strikers.

The bill passed the House June 15 by a 239-190 margin. Proponents are confident the bill would pass if allowed to come to a vote, and President Clinton has promised to sign it into law.

Workers Memorial Day





Information kits for Workers Memorial Day, April 28 – including a poster, fact sheet, brochure, three stickers, ad slicks, clip art and OSHA reform fact sheets – are available from the AFL-CIO Department of Reproduction and Mailing, Room 209, 815 16th St. N.W., Washington, D.C., 20006.

JOB SAFETY

First lead citation issued

A Pennsylvania paint company has become the first cited under a new rule governing lead exposure in construction.

Secretary of Labor Robert B. Reich on Feb. 1 proposed penalties of $1,319,850 against Manganas Painting Co. of Canonsburg, Pa., for allegedly exposing nearly 30 employees to lead levels much higher than the allowable 50 micrograms per cubic meter of air.

The workers were blasting and painting a bridge over the Little Miami River near Lebanon, Ohio.

The permissible exposure limit — one-quarter the prior limit — was part of an interim rule set forth last June by the Occupational Safety and Health Administration and remains in effect until OSHA develops a permanent rule.

The agency cited the company for inadequate respiratory protection and failing to remove employees to jobs of lower exposure, conduct air monitoring and provide initial medical surveillance. In addition, citations were issued for failure to provide coveralls, showers, follow-up blood sampling and analysis, employee training and an effective hearing conservation program.

Electric power rule final

Safety and medical training for those working on or near electric power generation, transmission and distribution lines is part of a final job safety rule published Jan. 31.

The Occupational Safety and Health Administration rule will cover most electrical utilities and other employers and contractors that operate on or near electrical utility lines, transformers and substations. The agency estimates more than 382,000 workers are exposed to electric power hazards yearly.

Employers will be required to provide general classroom or on-the-job safety training and certification and to ensure safe conditions before work is begun. Medical services and first aid training also will be required.

Nearly 13,000 lost workday injuries and 86 fatalities each year can be attributed to safety hazards of electric power work, OSHA said.

Ergonomics fines proposed

Monfort Inc., a meatpacking subsidiary of ConAgra Inc., has been cited by the Occupational Safety and Health Administration for exposing workers to ergonomic hazards at a Missouri plant.

OSHA said the way the workers were treated for cumulative trauma disorders actually aggravated their ailments. The agency has proposed more than $209,000 in fines for the problems found at the St. Joseph, Mo., pork plant.

Monfort already is involved in a dispute with OSHA over more than $1 million in fines proposed for alleged violations at the company's Grand Island, Neb., facility.

Laborers challenge asphalt

The Laborers say rubber-containing asphalt has not been studied fully and that further research is needed on the potential health effects of the material on highway construction workers.

LIUNA General President Arthur A. Coia expressed his concerns regarding increased risks of cancer through exposure to both asphalt and rubber to Secretary of Transportation Federico F. Pena in a Dec. 7 letter.

Coia said a report from DOT and the Environmental Protection Agency that minimized health risks was "fundamentally flawed" and he asked Pena to delay the congressional mandate requiring DOT to use crumb-asphalt — which contains scrap tires — in federal highway construction until it can be studied definitively.

Hospital 'milks cash cow,' say striking nurses

By Sharolyn A. Rosier

"Permanently replaced" by less qualified rent-a-nurses, some 700 striking nurses represented by Hospital Professionals and Allied Employees/AFT Local 5058 have exposed how the Jersey Shore Medical Center is ripping off both taxpayers and patients.

In a study titled "Milking the Cash Cow," the union claims the hospital takes advantage of its non-profit, tax-exempt status to generate and accrue enormous profits and award large sums of money to its executives and top medical staff. Hospital CEO John K. Lloyd is paid $256,000, nearly twice the national average for hospital CEOs, the study reports.

JSMC is owned by Modern Health Affiliates, a tax-exempt holding company that also owns Modern Health Resources, Health Innovations Unlimited and the Jersey Shore Medical Center Foundation. Modern Health Resources is a for-profit company whose subsidiaries include a healthwares store inside the hospital, a temporary employment agency, a collection agency, a wellness center and an insurance brokerage firm.

In each of the last three years, the hospital paid Modern Health Resources $2.5 million for "services rendered," but the report questions what those services are. Health Innovations Unlimited and the Foundation are non-profit.

"Hospitals like JSMC are increasingly using for-profit and non-profit subsidiaries for the questionable purpose of draining money away from their core non-profit organizations to make them seem less prosperous than they really are," the report states.

Such hospitals want to conceal their prosperity to keep large donors from shying away from making contributions, patients from balking at high medical charges, state regulatory agencies from asking too many questions about charity care and employee unions from demanding higher wages and benefits, the union says.

"If the profits get large enough, the IRS may actually call the entire tax exemption into question," said HPAE Local 5058 President Wendy Edelson. "For the modern hospital manager, less, therefore, is definitely better."

JSMC profits soared 750 percent to $15.2 million on revenues of $175 million in 1992, twice the average for hospitals in the mid-Atlantic region, the study notes. Although JSMC was established to serve the poor, only 5.4 percent of the 1992 JSMC budget went to the poor, compared with the national average of 6 percent.

The Dec. 4 strike was prompted by management's plan to institute a new merit pay system just 48 hours before contract expiration. The merit pay system would eliminate across-the-board wage increases and a longtime pay grid that compensates nurses for seniority. It also would substitute a yearly increase of up to 6 percent for one based solely on the recommendation of a single supervisor.

"Management's proposal will pit nurses against each other in an effort to catch the attention of a supervisor," said Edelson. "Nurses need to work together as a team. A cut-throat environment does not belong in a place of healing."

For the past two months, consequences of the strike have been felt throughout the state of New Jersey. Even after augmenting its 100 management nurses with strikebreakers imported by a Colorado firm called U.S. Nursing Corp., the Medical Center has been reduced to operating at 50 percent to 60 percent of capacity, according to the union.

U.S. Nursing Corp. has a track record of providing hospitals with poorly trained, quickly registered nurses, said Ann Twomey, president of HPAE of New Jersey.

During a 1992 strike at Summit Hospital in Oakland, Calif., the company faced 400 charges of impropriety, mainly involving nurses' qualifications. Many of the nurses had unsatisfactory employment histories, physicals, turberculosis screening and evidence of CPR training.

JSMC Tower Seven has closed its medical/surgical unit and adolescent medical/surgical unit, curtailed its critical care facilities and eliminated half of the beds in its intensive care unit. Three patients have died under questionable circumstances, the union says.

UNION NEWS

IAM, ALPA ratify United Airline buyout pact

By Candice Johnson

The Air Line Pilots and the Machinists ratified a proposal to buy United Airlines, leaving company stockholders as the only hurdle left to the nation's biggest employee buyout.

The IAM, with 28,000 United members, endorsed the $5 billion proposal by a 56-44 percent vote. The ALPA United master executive council (MEC), representing 7,000 pilots, cast ballots approving the plan by a 5,255-1,972 count.

The UAL stockholders will vote this spring.

The buyout plan would give workers a majority share in the carrier, ranging from 53 percent to 63 percent, depending on the airline's performance. The unions agreed to wage concessions and some work rule changes in exchange for stock holdings, three seats on the board of directors, a greater voice in business decision making and participation in the establishment of a short-haul carrier.

The Flight Attendants, which had pulled out of the buyout talks last year over the carrier's plan to expand overseas bases and cut jobs, are evaluating the proposal. The AFA represents 17,000 attendants.

Capt. Roger Hall of ALPA's United MEC called the vote a difficult decision for pilots and their leadership. "By ratifying this agreement, we have committed to provide dramatic changes to our wages, benefits and work rules in order to invest in the long-term future of United Airlines," he said.

The buyout plan calls for pilots to accept a 15.7 percent wage cut, with IAM members and non-contract workers seeing wage reductions of about 10 percent.

A small group of UAL shareholders is seeking to block the buyout with a suit filed in a Delaware county court. Three shareholders claimed that the offer does not represent the value of United stock.

But the carrier's financial advisers say the offer represents fair compensation. Shareholders would receive a package valued at about $173 per share, which includes $88 cash, common stock, preferred stock and senior notes. UAL stock was trading at $147 per share on Feb. 1.

The suit may have been sparked by shareholders seeking to gain more through a break-up of the carrier, the unions said.

In another airline development, Teamsters who have been on strike at Dobbs International for nearly a year won strong support from national, state and local elected officials.

Last year, Dobbs, a Memphis, Tenn., operation that supplies airline meals for Northwest Airlines, had targeted primarily older African American women for layoff and demanded work rule changes that forced some 90 workers to walk off the job Feb. 22, 1993.

An open-letter appeal to the company to settle the strike in the Jan. 31 Memphis Commercial-Appeal was signed by state and community officials.

The union representing the workers, IBT Local 667, has accepted an offer to mediate the strike from Bishop J.O. Patterson Jr., of the Church of God in Christ.

BARGAINING

Stockholders hear workers

Locked-out workers from A.E. Staley Manufacturing Co. told the company's owners that mismanagement has caused personnel problems and low profits.

Seven officials of Paperworkers Local 7837 traveled to London to attend the Jan. 27 annual meeting of Staley's parent, Tate & Lyle PLC, to voice their concerns about the management of the British conglomerate's subsidiary in Decatur, Ill. They also met privately with Neil Shaw, Tate's chief executive.

While the meetings did not end the lockout of 760 workers, the company expressed a willingness to reconsider its position, said union spokesman Keith Romig. "Overall, those discussions went well. We detect some possibility for compromise," he said.

The Staley workers were locked out June 27, 1993, after trying unsuccessfully to negotiate a contract for nine months. The facility is being operated by management and replacement workers.

Prudential pact ratified

Members of the Food and Commercial Workers approved a two-year contract with Prudential Insurance Co. of America that covers more than 16,000 insurance agents in 36 states and the District of Columbia.

Under the agreement, most of which became effective Jan. 1, the agents will receive compensation and benefit raises averaging $26.08 over the term of the contract. They also gained improvements in the key areas of working conditions and technology, health care and disability benefits.

The current contract expired Sept. 26, 1993. Union members rejected two previous tentative agreements, but did not authorize a strike. The union resubmitted the last agreement with a vote to either accept or reject it and authorize a strike.

ILG blasts employer 'model'

The Ladies' Garment Workers denounced the so-called "voluntary model" agreement between San Francisco-area garment manufacturers and their contractors, saying it would "promote the return of garment sweatshops with all of their attendant evils, including child labor."

"This so-called model agreement nullifies more than 60 years of economic, legal and societal progress in the nation's efforts to eradicate garment sweatshops, which even today continue to plague the nation," said ILGWU President Jay Mazur.

The agreement, fashioned in December by garment manufacturers and their sewing shop labor contractors in the San Francisco area, supposedly was designed to standardize contracting terms and reduce wage and hour violations.

In fact, Mazur said, the agreement is a "cruel deception" that allows manufacturers to escape their traditional responsibility and accountability for decent conditions of work and for fair wage and hour laws.

World unions take on Caterpillar

By James B. Parks

In a major show of global solidarity, the International Metalworkers Federation will convene a world conference of Caterpillar workers this May in Peoria, Ill.



UAW Secretary-Treasurer Bill Casstevens

"Caterpillar likes to talk about 'global competition' — a code word for corporate greed," said UAW Secretary-Treasurer Bill Casstevens. "We've got a better idea: global cooperation."

"Cat would like to force workers in different countries to compete with one another to see who will work for the lowest wage. While the company is hard at work trying to divide people, we're going to unite workers from different countries to discuss common problems, plan common strategies and work towards common solutions," he said.

More than 14,000 Caterpillar employees in the United States have been working under an imposed contract for more than a year after they suspended their five-month strike. They began an in-plant campaign to force the company to bargain.

International support has been critical to the UAW's campaign against Caterpillar, said Casstevens, who heads the union's Caterpillar department. Workers in South Africa and Belgium staged sympathy strikes in 1992 to protest the company's threat to replace thousands of striking U.S. workers.

Casstevens accused Caterpillar of trying recently to "bribe British workers to vote to decertify their union." The company offered cash bonus payments to workers in an effort to influence the vote. "It is imperative for workers to reach across national borders to resist Cat's unfair, illegal and immoral labor policies," he said.

Meanwhile, the National Labor Relations Board has issued three new unfair labor practices complaints against Caterpillar. The first complaint, issued Jan. 19, charges that Caterpillar violated federal law by threatening to "permanently replace" workers who walked out in a protected strike last September in Pontiac and Aurora, Ill.

The other two complaints, issued Jan. 24 and 25, charge the company fired and suspended employees in Aurora for union activity. On Sept. 9, members of UAW Local 2096 in Pontiac went out on strike to protest the suspension of a union official who was in the middle of filing a grievance. Later that day, members of Local 145 in Aurora staged a job action in support of Local 2096.

The NLRB has now issued 62 complaints against Caterpillar. "A company doesn't pile up 62 unfair labor practice complaints by accident," Casstevens said. "This is a conscious pattern of illegal activity. Caterpillar wants to break our union so they can impose wage and benefit cuts and drive down the standard of living of American workers."

The company's campaign has failed, he said. "Every time they try to silence us, our members come back stronger and more determined than ever to stand up for their rights."

Steelworkers approve USX contract

Members of the Steelworkers ratified a five-year agreement with USX Corp. that protects jobs, raises wages, increases pensions and greatly expands the workers' roles and responsibilities.

"This contract represents the start of a new day in relations between the company and its workers," said Andrew "Lefty" Palm, the union's chief negotiator. "It increases our members' income with a wage hike and guaranteed bonuses. It protects their jobs. It gives them a critical voice in the company's decision-making process. It gives them representation on the board of directors."

Along with a seat on the company's board of directors, the USWA gained greater worker involvement in the company's overall business plan and day-to-day operations, the union said. By "encouraging their participation in operations that previously were considered the company's sole domain," the contract "is an endorsement of the workers' right to participate in the decisions that affect their working and personal lives," Palm said.

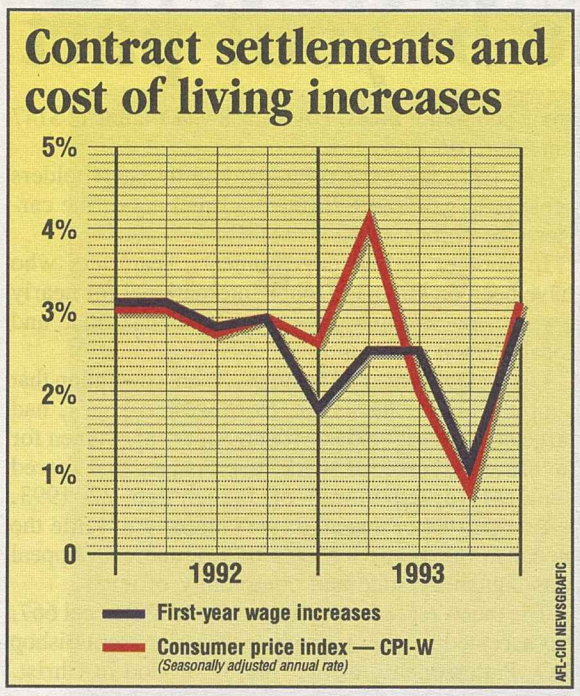
The union noted the worker participation agreement represents a dramatic turnaround for USX management, which forced a strike in 1986 that launched the AFL-CIO Strategic Approaches Committee, the coordinated effort by multiple unions to assist one group of workers.

The Jan. 28 vote was 8,405-2,471, the union said. It covers some 15,000 USWA members at seven USX plants nationwide. The agreement became effective Feb. 1 and extends through July 31, 1999. It calls for re-opening talks on certain economic issues in three years, with binding arbitration if necessary. The current agreement expired Jan. 31.

Under the agreement, workers will receive bonuses of $5,000 over the life of the contract to offset the effects of inflation. They will get additional bonuses totaling $2,000 to be paid prior to the re-opening and another bonus of $1,000 in 1996 if company profits reach $300 million in 1995.

Workers also will receive a 50 cents-per-hour wage increase in 1996. Minimum pension benefits will increase by $5 per month per year of service and health care coverage for active workers will be improved.

There will be no layoffs for the life of the agreement except in cases of disaster. The company also pledged neutrality in union efforts to organize non-union workers.



Major contract settlements in private industry provided wage increases nearly paralleling fluctuations in the consumer price index (CPI-W) over the last two years. Cost-of-living adjustments are computed from the CPI-W. First-year pay increases in the first quarter of 1992 averaged 3.1 percent while the CPI rose at a compounded annual rate of 3 percent. In the last quarter of 1993, wage gains averaged 2.9 percent while the CPI advanced 3.1 percent.

Real GDP	
Fourth quarter 1993	+5.9 percent
Durable goods orders	
December	+2.2 percent
Leading indicators	
December	+0.7 percent
Construction spending	
December	+2.1 percent

Pacts reflect economic ripples

Wage gains give way to job security and benefits

By John R. Oravec

Major collective bargaining settlements reached in 1993 provided smaller wage increases than the contracts they replaced, reflecting a puttering economy for most of the year and a focus by union negotiators on job security and maintaining benefit levels.

The 395 new major agreements last year covering 2.1 million workers in private industry called for wage gains averaging 2.3 percent in the first year and 2.1 percent annually over the contract term.

The Bureau of Labor Statistics said the replacement contracts averaged 2.9 percent, less than the 3.7 percent average wage gains in the prior settlements.

The BLS standard for a major contract is a bargaining unit of 1,000 or more workers. For bargaining units of 5,000 or more workers, 73 settlements were reached in 1993 covering 1.4 million workers.

Agreements covering these larger bargaining units provided pay gains of 3 percent in the first year and 2.4 percent annually over the contract term.

First-year wage improvements in the 5,000-plus units averaged 3.8 percent in construction; 3.3 percent in manufacturing; and 2.8 percent in non-manufacturing industries.

Of the 395 major settlements, 252 were for 36 months or longer. Of the 2.1 million workers, 90 percent will get pay increases, 9 percent will have no rate change and wages will be reduced for 1 percent.

In the fourth quarter, when the economy began to pick up, major settlements called for slightly higher pay gains but were still below the agreements they replaced. The new accords call for 2.9 percent wage improvements in the first year and 2 percent annually over the term. The prior agreements, reached mostly in 1990, called for increases of 3.4 percent in the first year and 2.2 percent over the life of the contract.

In addition to the across-the-board pay raises in 1993, cash lump-sum payments were newly negotiated for 273,000 workers, but lump-sum payments were dropped in 23 agreements affecting 74,000 workers.

Lump-sum provisions now cover 39 percent of the 5.5 million workers under major collective bargaining agreements, up from 36 percent in 1992.

BLS said 56 percent of the workers under 1993 settlements were covered by either lump-sum payments or cost-of-living adjustments, or both. Last year, 13 settlements covering 202,000 workers discontinued COLA clauses, while three agreements for 7,500 workers added COLAs.

Based on data from the BLS employment cost index (ECI), AFL-CIO economist John Zalusky noted that total compensation — wages as well as benefits — increased 3.5 percent during 1993.

Over the year, total compensation for unionized workers increased 4.3 percent, but rose only 3.5 percent for non-union workers.

Although wages and salaries increased 3.1 percent for non-union employees against 3 percent for union workers, Zalusky pointed out that benefits were up 6.6 percent in union workplaces but only rose 4.3 percent in non-union shops.

In the first quarter of 1994, 71 major agreements covering 338,000 workers are to expire or reopen for wage negotiations, BLS said. Most of these workers are in trucking, construction, steel manufacturing and food stores. Another 229,000 workers are covered by 64 agreements that expired or were reopened in 1993, but were not renegotiated or ratified by the end of the year.

Some 573,000 workers are in line for wage increases averaging 2.7 percent in the first quarter under contract provision negotiated before this year. COLA reviews are scheduled for 848,000 during this quarter.

Economy surges 5.9 percent

The U.S. economy grew at a hefty 5.9 percent annual rate in the fourth quarter of 1993 and flashed signals of added momentum for 1994.

It was the best economic performance since the last quarter of 1988, three years before the nation slipped into the Bush recession.

For all of last year, the Commerce Department reported that the real gross domestic product (GDP) — the total output of goods and services in the United States — advanced 2.9 percent after rising 2.6 percent in 1992. In the recession year of 1991, the GDP fell 0.7 percent.

The fourth quarter economic upturn was led by expanded private-sector spending for durable goods, up 14.3 percent; residential construction, up 31.7 percent; business investments in capital equipment, up 24.6 percent; and after a long slump, investment in commercial buildings rose 10.7 percent.

Most sectors of the economy showed improvement in the fourth quarter except for foreign trade. Net exports of goods and services showed a deficit of $95.6 billion, after a shortfall of $86.3 billion in the third quarter.

The GDP in the fourth quarter exponded to an annual rate of $5,212.1 billion from $5,138.3 billion in the third.

Indicators advance

The government's index of leading economic indicators rose 0.7 percent in December, the fifth monthly upswing in succession.

The Commerce Department said the cumulative increase over the five-month span was 2.5 percent, the sharpest gain since a 6 percent rise over seven months in 1983.

Construction spending up 7.9%

Spending for new construction rose 7.9 percent to $470.3 billion in 1993, spurred by over-the-month gains of 2.6 percent in December and 2.1 percent in November. Construction spending in 1992 increased 8.1 percent over 1991.

Panel urges emergency UI 'bridge program'

With nearly 2 million workers jobless 26 weeks or longer at the end of 1993, the federal Advisory Council on Unemployment Compensation called for a six-month extension of the Emergency Unemployment Compensation (EUC) program that expired Feb. 5.

The advisory council, established by Congress in 1991 to evaluate the nation's ragged unemployment insurance system, spelled out the need for the EUC extension in a report issued Feb. 1.

Citing the plight of the long-term jobless, the panel urged Congress to authorize the six-month EUC "bridge program" until essential reforms proposed in its report can be implemented.

Chaired by former Bureau of Labor Statistics Commissioner Janet Norwood, the council concluded that the current federal-state UI system founded in 1935 falls short of meeting the needs of today's displaced workers.

The system must be overhauled to deal effectively with the changing nature of unemployment, said the seven-member council, which includes representatives from labor, business and government. Workers are represented by AFL-CIO Secretary-Treasurer Thomas R. Donahue and Vice President Owen Bieber, president of the UAW.

The need for reform was reiterated by AFL-CIO President Lane Kirkland in letters to key congressional leaders — Rep. Dan Rostenkowski (D-Ill.), chairman of the House Ways and Means Committee, and Sen. Daniel Patrick Moynihan (D-N.Y.), chairman of the Senate Finance Committee.

The basic UI program was designed nearly 60 years ago, primarily to alleviate the hardships caused by short-term unemployment, but today's workers are unemployed for much longer periods and fewer are being called back to their old jobs.

"It is likely that the high level of worker dislocation of the past decade will continue into the near future," the council noted. "Defense downsizing will result in the permanent loss of 1.5 million to 2 million jobs. The continuing globalization of the economy will cause additional restructuring in the private sector, which could result further worker dislocation.

"Welfare reform could result in millions of low-wage workers seeking employment. These events require that the nation's unemployment insurance system be on a solid footing."

Discounting the EUC program that expired last week, only a little more than one-third of 8.2 million jobless workers in December were receiving regular UI benefits. According to BLS, 971,527 workers who had exhausted their regular state jobless compensation qualified for the EUC benefits. That left more than 4 million jobless locked out of the UI system.

Access to the extended benefits program, which was initiated in the early 1970s, narrowed sharply during the 1980s because of changes in federal policy, the council report noted.

Also, fewer workers are eligible for extended benefits as states resort to the insured unemployment rate (IUR) "trigger" formula for determining when regular UI benefits are exhausted.

The report said the IUR trigger has "become a less reliable indicator of economic conditions, reducing the likelihood that extended benefits will trigger on in states with high unemployment."

A better trigger is based on the state total unemployment rate (TUR), which indicates the percentage of workers who cannot find jobs within the state.

Five of the seven council members recommended that extended UI benefits be triggered on when a state's seasonally adjusted TUR exceeds 6.5 percent. In December, 16 states exceeded that mark.

To finance the additional benefits for the long-term jobless, five council members recommended an increase in the employer-paid Federal Unemployment Tax Act (FUTA) wage base from the first $7,000 of a worker's annual earnings to $8,500. Two council members opposed the recommendation.

But the council was unanimous in agreeing that jobless workers should not be required to accept a minimum wage job as a means test for continued eligibility for extended benefits.

Under the expired EUC program, long-term jobless who exhausted their state UI benefits were able to apply for an additional seven or 13 weeks of compensation, depending on a state's unemployment rate. Final benefits will be paid May 21.

The EUC program had been extended four times since its implementation in 1991, after two vetoes by former President Bush. **— John R. Oravec**

NEWSMAKERS

The Bakery, Confectionery and Tobacco Workers have elected two new vice presidents effective Feb. 1. **Joseph Thibodeau** will finish out the term of **Kenneth McLellan,** who died of a heart attack in January, and **Robert Oakley** will finish the term of **Patrick D'Angelo,** who also died in January, of cancer. Thibodeau began his career at Cushman Baking Co, where he helped organize the plant. He joined the international staff in 1966. Oakley was a shop steward for seven years at Keebler and became a BCT representative in 1985.

The Teamsters have appointed **William Hobgood,** former assistant secretary of labor for labor-management relations, to supervise the vote by union membership on a proposed dues increase. Hobgood, who also served as director of the Federal Mediation and Conciliation Service, will be responsible for assuring that the mail balloting and vote count are conducted properly. The proposed dues increase of one-half hour's wages per month would go to the union's strike fund and to the general treasury, which is projected to run out of money next year.

Wilma B. Liebman, counsel for the Bricklayers, has been appointed special assistant to **John Calhoun Wells,** director of the Federal Mediation and Conciliation Service. Liebman previously served on legal staffs at the Teamsters and at the National Labor Relations Board.

AWARDS

Msgr. **George G. Higgins,** a longtime fighter for social justice, received the highest award bestowed by the International Labor Organization. In presenting the David A. Morse Humanitarian Award, ILO Washington Director **Stephen I. Schlossberg** said Higgins "exemplifies that quality of the human spirit that insists on the universality of human and worker rights as a means of achieving world peace and stability through social justice." Among the speakers honoring Higgins was AFL-CIO President **Lane Kirkland.**

Local union leaders of the Service Employees swept this year's Salute to Black Labor Awards. The 1994 recipients of the Miranda Smith, Charles A. Hayes and C. L. Dellums Awards are **Shirley Ware,** secretary-treasurer of Local 250; **Marshall Walker III,** president of Local 790; and **Frances Munroe,** president of Local 535. The annual awards are presented by the Coalition of Black Trade Unionists for outstanding leadership and accomplishments within organized labor and in the community. The presentation will take place Feb. 19 during the Eighth Annual Salute to Blacks in Labor Dinner in San Francisco.

DEATHS

Jacqueline B. Vaughn, an AFT vice president who headed the Chicago Teachers Union, died of cancer in Chicago. She was 58.

Vaughn was the first African-American, the first woman and the first elementary school teacher to head the 31,000-member CTU. Under her leadership, the base salary of a Chicago teacher rose from $16,167 in 1984 to the current $29,147.

"Jackie worked tirelessly as an advocate for better schools and better teacher salaries," said AFT President Albert Shanker.

She is survived by her husband, Robert, and a son, Karl T. Wright.

John C. Hazel, retired secretary-treasurer of the Office and Professional Employees Local 2 in Washington, D.C., died Jan. 29 of cancer. He was 64.

Hazel served as the union's vice president from 1977 to 1985 and as secretary-treasurer until he retired in 1990. He began his career with the Communications Workers in 1957.

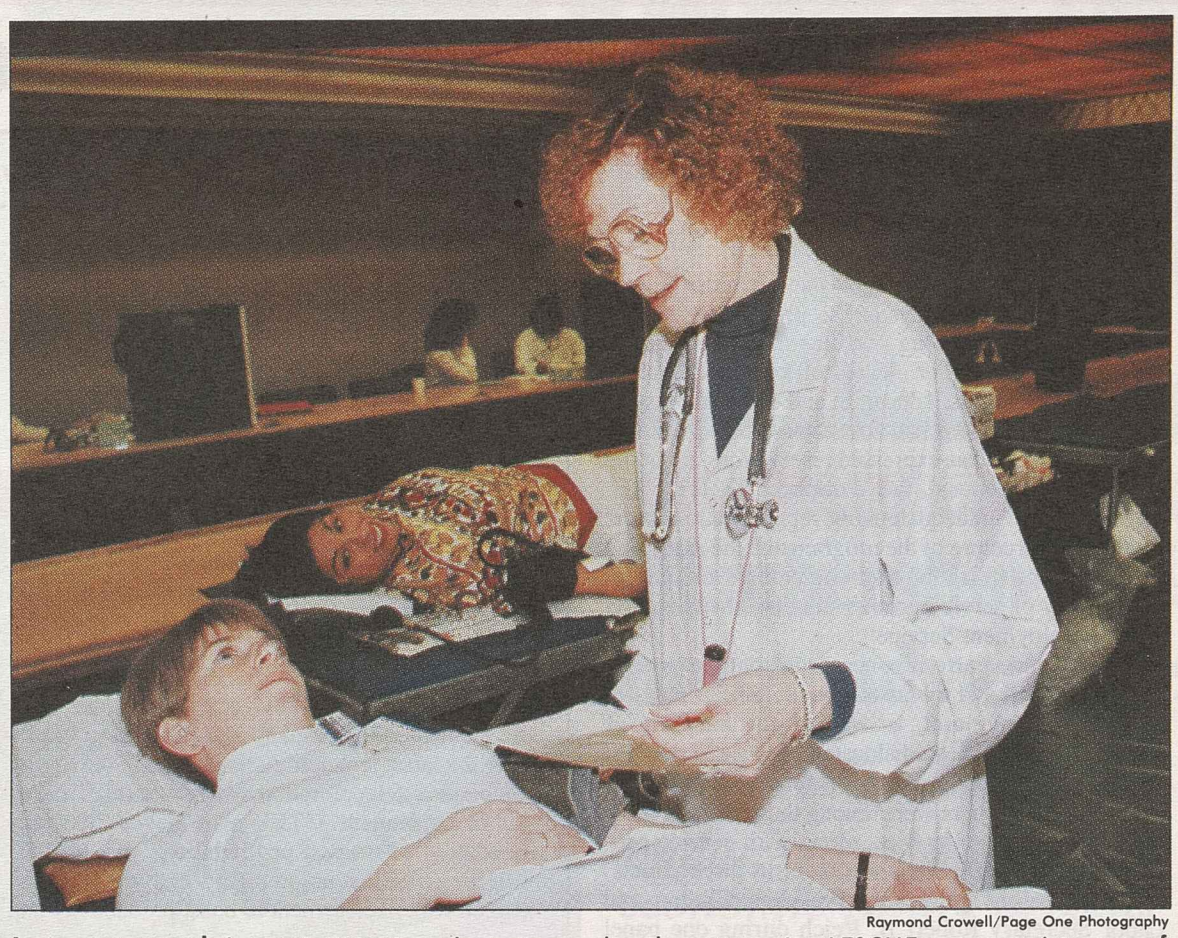
He is survived by his wife, Jacqueline Hazel; children Patricia Tolson and John Hazel; two sisters, Ernestine H. Warren and Audrey M. Harrison; three brothers, Dorville, Fleeks and David; and two grandchildren.

CONVENTIONS

Conventions not included in the calendar published Jan. 3 include: Office and Professional Employees, Vancouver, B.C., June 19-23; Retail, Wholesale and Department Store Union, Orlando, Fla., June 20-23; and Oregon AFL-CIO, Portland, June 27-28. The complete list will be published again in June.

CORRECTION

Unionists interested in the American Red Cross adopt-a-shelter program in Los Angeles should contact Carol Sizemore at 213/739-5582 or 213/739-6575.



Raymond Crowell/Page One Photography

An urgent appeal by AFL-CIO President Lane Kirkland brought trade unionists from all over Washington, D.C., to a blood drive at AFSCME headquarters. An AFSCME nurse assists one of the many donors who turned out to help replenish supplies depleted by the Los Angeles earthquake.

UFCW elects Dority as Wynn retires

The Food and Commercial Workers executive board has elected Douglas H. Dority as president to succeed William H. Wynn, who stepped down after 17 years in which he led the union through landmark years of merger and growth.

Wynn said his ongoing health problems prevented him from continuing to provide the leadership "the men and women of this union deserve."

Dority, who was elevated from the post of executive vice president, has served on the union's 51-member executive board since 1977.

Wynn, 62, became president of the Retail Clerks in September 1977 and was elected to the AFL-CIO Executive Council that fall. In June 1979, he became president of the UFCW, which was born of the merger between the Clerks and the Meat Cutters.

The union grew constantly under Wynn's leadership and, with completion of merger arrangements with the Retail, Wholesale and Department Store Union in 1993, membership neared 1.3 million. Dority, 55, was the union's organizing director in much of that growth period.

Like Wynn, Dority was a teenager when he went to work in a food store — Colonial Super Market in Lynchburg, Va. Dority launched the organizing drive that eventually led to the unionization of the 10-store chain.

"Bill Wynn's contributions to the well-being of American workers are immense," said AFL-CIO President Lane Kirkland. "He will be sorely missed by all of us who worked with him and by the retail sales workers he has represented so well."



William H. Wynn



Douglas H. Dority

Wynn is a mainstay of AFL-CIO committees. He is third on the council in seniority, chaired the AFL-CIO Economic Policy Committee and took on a series of tough ad hoc assignments, including 1990 work on reproductive issues and service on the federation's strategic approaches and immigration committees.

Dority became a representative for the Retail Clerks in 1961 and has served as director of the union's Northeastern Region. He became organizing director in 1986.

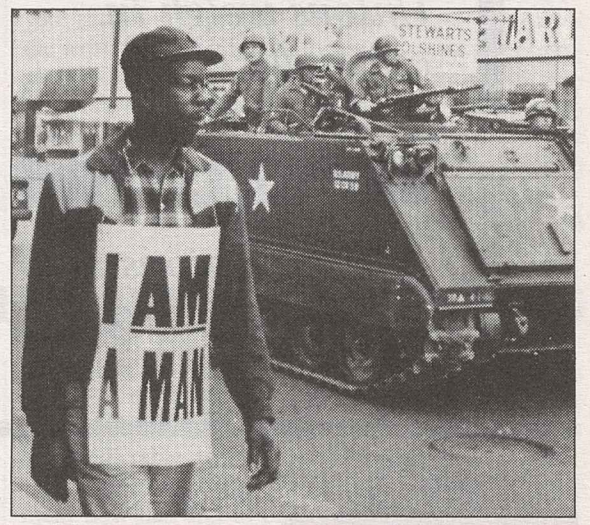
RESOURCES

Members of the International Labor Communications Association are eligible to enter the 1994 ILCA **Journalistic Awards Contests.** The contest is limited to publications dated between Jan. 1, 1993 and Dec. 31, 1993. Entries must be postmarked by Friday, April 8, 1994. For more information, contact ILCA, 815 16th St. N.W., Washington, D.C. 20006. 202/637-5068.

VIDEO

Sewing Our Future focuses on workers represented by the Ladies' Garment Workers and how investment in new technologies allows the United States to compete through quality, productivity and quick turn-around. The video is available in 16- and 30-minute versions. For copies, write or call Michelle Payne, ILGWU, 1710 Broadway, New York, N.Y. 10019. 212/265-7000.

Prepare, a computer program for union negotiators preparing to bargain, calculates the costs of more than 30 items, from wages to fringe benefits. The software with manual is $295. Write SPENSOR Ltd., 3740 Maple Leaf Drive, Bloomington, Ind. 47403.



At the River I Stand documents the 1968 struggle of striking sanitation workers in Memphis, where Martin Luther King Jr. rallied to their cause and was shot down. The 58-minute film is available for purchase during February, Black History Month. Contact California Newsreel, 149 9th St., San Francisco, Calif. 94103; 415/621-6196.

Unions tell conference to do 'training that works'

By Candice Johnson

The Communications Workers and the Machinists presented examples of training initiatives that get the job done during a Department of Labor conference on job training and education.

The conference, a part of the administration's review of the current system to prepare legislative changes in both training and unemployment assistance, brought together elected officials and leaders from labor, business, education and communities, as well as workers who had lost their jobs.

The AFL-CIO has expressed reservations about the draft Clinton proposal, the Workforce Security Act, particularly the inadequate labor representation in the governance structure of the program and the excessive reliance on privatization and competitive bidding in the delivery of services, rather than the revitalization of the Employment Service.

The federation also is concerned about the level of income support and the restrictive eligibility requirements in the proposal, as well as the handling of workers who have been dislocated because of government policies, such as trade or defense cutbacks.

Dislocated workers were among those making presentations at the conference, along with service providers, elected officials and others in three panels, with discussions guided by President Clinton and Labor Secretary Robert B. Reich during one panel and by Reich alone in the others.

CWA President Morton Bahr told participants that some telecommunications joint training programs — with full union and company participation — are designed "not to provide job security, but to provide employment security, helping workers to be more employable inside the company and more marketable outside" their firms.

He cited two programs, the Alliance for Growth and Development, developed with American Telephone and Telegraph, and a joint effort with U.S. West, for their success in meeting dual objectives: preventing unemployment where possible, and reducing the time a worker remains unemployed.

The joint programs encourage members to be interested in continuous learning and to take undergraduate classes, while employed, in courses that could lead to a second career. At the same time, workers are encouraged to sign up for additional training for existing or new jobs within the company and can receive career assessment and counseling.

While some companies had feared that workers would leave after receiving this specialized training, that has not been the experience of these programs, Bahr said. Instead, he said participants have gained a greater sense of being in charge of their futures.

A joint effort of the IAM and Boeing Co. was outlined by Gary Jackson, co-director of the IAM/Boeing Quality Through Training program.

That program grew from a small project serving IAM District 751 members into a major re-employment program involving other unions, the governor's office, the state Employment Service, local community college network and other resources, Jackson said.

Now, the effort includes business input with private industry councils helping to provide entrepreneurial training, along with other opportunities for skill development in the Puget Sound area of Washington, Jackson said.

"We found that it's crucial to listen to the people you serve," Jackson stressed. "People are proud of their work; they are intelligent, productive and they want someone to listen" to their concerns about layoff and job loss.

The lack of support services — child care, transportation, and other assistance — is a big problem, participants agreed, along with excessive paperwork and sometimes inconsistent regulations, the conference was told.

Reich also outlined three pathways of education and training for the nation's current and future work force: school-to-work programs, work-to-work programs and welfare-to-work programs.

"We need an understanding of what it takes to move up the employment ladder and we need to change schools to help students. We also need to help companies upgrade the skills of the existing work force, and help employees make the shift into new jobs," he said.

The administration's proposed reform of the nation's employment and training system, the Workforce Security Act, does not fully meet the pressing needs of the unemployed, AFL-CIO President Lane Kirkland wrote Reich last fall.

Kirkland said that workers who lose their jobs because of government action — such as trade policy or defense cutbacks — should receive a fair level of income support while in training programs.

The AFL-CIO also opposes attempts by the administration to eliminate the trade adjustment assistance program and regrets that income support for workers in long-term training has been cut to 78 weeks from 104 weeks in earlier versions of the administration's proposal, noted AFL-CIO economist Sheldon Friedman.

In his letter to Reich, Kirkland urged that resources be directed to helping dislocated workers, with funds to come from a border tax, tariffs, defense procurement set-asides and other appropriate revenues.

Telecommunications layoffs illustrate jobs crisis

Recently announced layoffs by telecommunications firms illustrate the difficulties workers face in an industry that has changed dramatically in recent years.

Communications Workers President Morton Bahr told a Labor Department conference on job training that some 120,000 jobs have been cut since the reorganization of the Bell system, with another 70,000 expected to be lost as firms continue their "right-sizing," a new term for the old concept of job cuts.

Among the latest to announce cuts, GTE Corp., described its plan to lay off some 17,000 workers as part of a "re-engineering" process, a notion that did not sit well with Electrical Workers President John J. Barry.

"The employees of GTE are ones whose skills and labor put the company in a position to implement the latest technology to survive in the highly competitive telecommunications market," Barry said in a statement. GTE's plan shakes "the very foundation of its past profitability," he added.

Barry noted that union members at the firm had worked with management to boost productivity and lower labor costs, winning recognition from the Federal Mediation and Conciliation Service. "Yet the decision to take an ax to GTE's work force was done with virtually no consultation with workers and their unions," he said.

"The new corporate competition to see who can release the most workers has reached new and reprehensible levels," he said. "GTE has struck a blow to the concept that hard work and cooperation are keys to the future."

In a separate announcement, Nynex Corp. said it would cut some 16,800 jobs, or 22 percent of its work force, with most of the cuts to affect hourly paid, union workers.

CWA Vice President Jan Pierce said the unions hoped the reductions could be made on a voluntary basis. "If Nynex has the compassion, we have the creativity" to come up with incentives for early retirement and other voluntary leave programs, he said.

Also announcing job cuts was Pacific Telesis, which said it would lay off some 10,000 workers over the next three years.

— Candice Johnson

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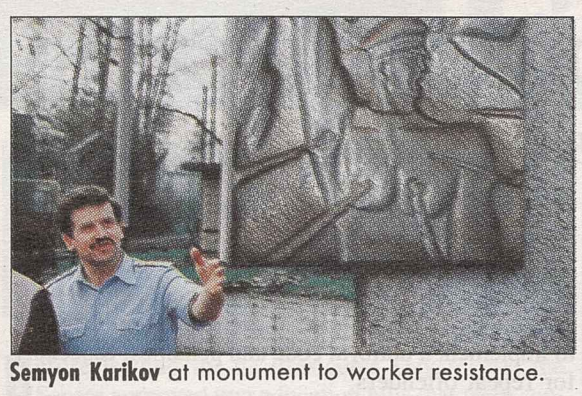
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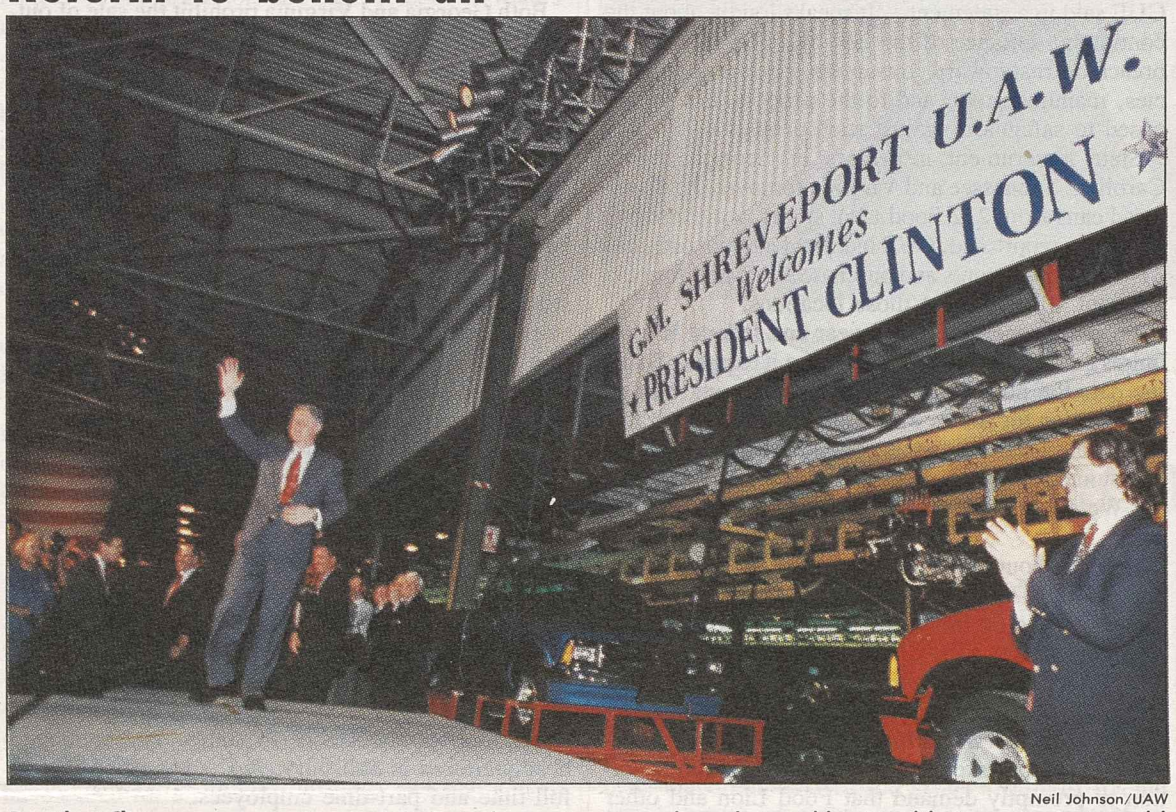
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Semyon Karikov at monument to worker resistance.

Ukraine unions unite/*Page 9*

Reform to benefit all



Neil Johnson/UAW

President Clinton waves to the crowd of workers at a General Motors assembly plant in Shreveport, La., where he said his Health Security Act would be a boon to both workers and to business.

Business lobby boots health care

Short-sighted opposition is seen as self-defeating

By Colleen M. O'Neill

Labor has launched a major counteroffensive to parry the bluster of business opponents to the Clinton administration's Health Security Act.

Joining Sen. Jay Rockefeller (D-W.Va.) and other health care reform allies at a Feb. 3 news conference on Capitol Hill, AFL-CIO President Lane Kirkland took on the Chamber of Commerce, the Business Roundtable and other business groups that have emerged in recent weeks as opponents of President Clinton's plan for reform.

''The Business Roundtable policy committee has a history of deferring to the insurance interests,'' Kirkland said. ''Those interests have made no secret of the fact that they don't like health care reform.

''The Chamber has recently come under great pressure from small employer organizations that oppose employer mandates,'' he said. ''It should also be noted that it remains the official policy of the Chamber of Commerce that all employers should contribute to the cost of providing health insurance to their workers.''

Before the firestorm of management opposition forced employers to march in the lockstep of opposition, the Chamber had endorsed the Health Security Act requirement that all employers contribute — but at 50 percent of premiums rather than 80 percent.

Employers — large and small — who do contribute to their employees' health care stand to gain from a reform plan requiring all employers to contribute. Under the Clinton plan, employer contributions would be capped from 3.5 percent to 7.9 percent of payroll, well below the 20 percent now paid by such major corporations as the Big Three automakers.

Two major employers — Chrysler Corp. and American Airlines — have joined the Health Care Reform Project, which includes the AFL-CIO, the American Association of Retired Persons, the League of Women Voters and other groups that have endorsed the basic structure of the Health Security Act.

President Clinton was joined by UAW President Owen Bieber and, by satellite hook-up, General Motors President Jack Smith in an appearance Feb. 10 at a GM plant in Shreveport, La., where Clinton's appeal for support in the campaign for health care reform was met with rousing applause.

Continued on Page 5

Membership and union advantage moving ahead

Public sector leads surge; economic future brighter

By John R. Oravec

Union membership grew by 208,000 in 1993, the first increase in 14 years, the Bureau of Labor Statistics announced.

Unions expanded their rolls to 16.6 million members in 1993, up from 16.4 million a year earlier. The gain was especially significant, the AFL-CIO said, because it occurred despite the slow economic recovery from the Bush recession that persisted through much of the year.

''With the economy now beginning to pick up,'' AFL-CIO chief economist Rudy Oswald said, ''we can expect that the job losses that have afflicted unionized workers will abate.''

The BLS data also showed that the union advantage in weekly earnings expanded to 35 percent from 32 percent in 1992.

The bulk of the union membership gain came in the public sector, where union rolls grew from 6.6 million in 1992 to 7 million last year.

Oswald noted that while public employees perform many of the same jobs as private-sector workers, ''their employers do not mount vicious anti-union campaigns to stop them from organizing.''

Those anti-union campaigns that undercut union organizing efforts in the private sector were encouraged by the policies of the Reagan and Bush administrations. President Clinton, in his first year in office, has undertaken a partnership with federal unions and created a blue-ribbon commission to study the problems in federal labor law.

Union membership declined by 157,000 in the import-battered manufacturing sector last year with the loss of 370,000 factory jobs; it rose in construction by 23,000; declined in wholesale and retail trade by 35,000; and increased in mining by 9,000.

Overall, the proportion of union members remained at 15.8 percent as the labor force of wage earners increased by 1.4 million to 105.1 million.

Some 9.6 million union members were in the private sector, where they constituted 11.2 percent of the work force, while 7 million were government employees, representing 37.7 percent of the public sector work force. Union members made up 32.9 percent of the work force in communications and public utilities; 28.7 percent in transportation; 20 percent in construction; and 19.2 percent in manufacturing.

Continued on Page 10

Americans from all walks join in campaign for safe jobs

By Colleen M. O'Neill

A broad coalition of more than 50 groups has been formed to press Congress to reform the 23-year-old Occupational Safety and Health Act.

The Coalition for Safe Jobs, unveiled on Capitol Hill Feb. 9, includes labor, public health, environmental, women's, consumer, civil rights, religious and other organizations banded together to support OSHA reform, S. 575 and H.R. 1280.

''Together, we represent millions of Americans, from all walks of life, who believe that the original Occupational Safety and Health Act — passed by Congress more than two decades ago — has not lived up to its promise,'' said AFL-CIO President Lane Kirkland.

''We are appalled at the terrible death toll that continues to plague the American workplace,'' he said. ''We are disturbed by the millions more who are maimed and injured each year. And we believe there is a solution to this tragic problem — strengthen the law — and give working people themselves a voice in protecting their safety and health on the job.''

The announcement of the coalition came the same day that Labor Secretary Robert B. Reich, in testimony before the Senate, reinforced the Clinton administration's support for the OSHA reform bills.

''OSHA's experience of more than two decades has shown us that most workplace injuries and illnesses are not unavoidable accidents,'' Reich said. ''They are predictable and preventable.

''We need to strengthen the tools which the department now has and to empower employers and employees jointly to reduce or eliminate hazards from their workplaces.''

The Coalition for Safe Jobs brings a wide range of experiences to the fight for job safety.

Jane Perkins, president of Friends of the Earth, noted the incidence of poisoning of workers and the

Continued on Page 3

COURTS

Court bars GM takeback

A U.S. District Court has barred General Motors Corp. from making 50,000 early retirees and their spouses pay for part of their health coverage.

Judge John Feikens ruled that GM promised to finance health benefits if employees would take early retirement, promise not to sue the company for age discrimination and agree not to apply for work with GM again.

GM breached its contract with the retirees and violated the Employee Retirement Income Security Act when it started charging deductibles of as much as $750 a year in 1988, he said.

The ruling affects salaried GM workers who took early retirement between 1974 and 1988.

Teamsters, allies sue EPA

The Teamsters joined with several environmental groups in a suit against the Environmental Protection Agency over its failure to require food processing companies like Diamond Walnut to label products treated with the highly toxic, ozone-depleting pesticide methyl bromide.

Cynthia Zavala, a striking Diamond Walnut worker, told an EPA hearing last April about the company's annual use of more than 50,000 pounds of the pesticide to fumigate walnuts. "There are so many potential health hazards for workers at places where methyl bromide is used," she said.

Last year, the EPA announced a phaseout of methyl bromide, but gave food producers an extra year — until 2001, rather than 2000 — to eliminate the chemical from agricultural production.

IBT charges fraud by carrier

The Teamsters have charged Midwest Motor Express, a regional freight company, with racketeering in embezzling millions of dollars and trying to defraud union members of wages and benefits under the guise of saving the company.

The federal lawsuit, filed Feb. 1 in Minneapolis, charges the company persuaded employees in 1986 and 1988 to agree to wage and benefit cuts totaling more than $7.6 million by claiming their sacrifice would finance the purchase of new equipment and help the business survive.

Instead of investing in the company, top management voted themselves a raise of more than $30,000 each in 1987 and diverted monies from employees' concessions to purchase equipment for a non-union subsidiary, the suit charges.

Kmart suit is continued

The Teamsters filed an amended suit against Kmart charging the company spied on employees while pursuing separate charges against the company through the National Labor Relations Board.

The Illinois Circuit Court for Cook County earlier ruled that the Kmart workers in Mateno, Ill., can proceed with the suit over invasion of privacy, but that the court had no jurisdiction on charges the company spied on their union activity.

The IBT filed charges with the NLRB on Jan. 20, then filed the amended civil suit on Feb. 4.

The workers voted to become members of Teamsters Local 705 in July 1993.

Food Lion's 'formula for disaster'

Outdated product puts babies at risk, group says

By James B. Parks

After boasting that it had cleaned up its act, the giant supermarket chain Food Lion has been caught again playing fast and loose with the safety of its products.

Consumers United with Employees, a coalition of consumers, union workers and religious groups, revealed that Food Lion stores in eight states routinely sell outdated infant formula, some that had expired more than a year earlier.

"Despite repeated denials of food safety problems by Food Lion, problems with outdated formula indicate either blatant disregard, inexcusable ignorance or a lack of sensitivity to the law and consumers," CUE said in a statement. "It speaks loudly about the continuing defiance of the law by Food Lion and a breach of trust toward consumers, government agencies, manufacturers, and to the process that is supposed to safeguard against such problems."

State government inspectors in Georgia, North Carolina, Tennessee and Virginia removed 3,549 expired cans from 212 Food Lion stores in the last five years, the report said. CUE independently investigated 317 Food Lion stores and purchased outdated formula at about 40 percent of those locations.

Formula generally lasts a year and federal law requires that manufacturers label when it expires. That's the date the nutrients begin breaking down, risking malnutrition for babies whose diets consist only of formula, said Linda Golodner, president of the National Consumers League.

"We're not talking about day-old bread here," she said.

One can bought on Dec. 14, 1993, had expired in June 1992. "There is no possible explanation for a can like this to be on the shelf," said Robert Harbrant, president of the AFL-CIO Food and Allied Service Trades Department, which is also a member of CUE, along with the Food and Commercial Workers, AFL-CIO's Frontlash and Musicians Local 123.

The coalition asked the Food and Drug Administration to promptly demand that Food Lion and other retail chains stop selling outdated formula, a violation of federal law.

The group also called on FDA to inspect warehouse inventories of infant formula to remove and destroy all products past or close to the expiration date and to implement a uniform code and penalties, especially for repeat offenders.

The report, "A Formula for Disaster," accuses Food Lion management of knowing about the state citations and continuing to ignore the repeated warnings. It says Food Lion Senior Vice President John Watkins wrote state officials at least three times acknowledging the sale of outdated formula and promising to correct the problem.

Both Georgia and Virginia prohibit the sale of outdated formula and other states destroy or embargo it.

Selling outdated formula is not the first problem Food Lion has faced for selling products that do not meet health and public safety requirements.

Fifteen months ago, ABC's national news program "PrimeTime Live," with assistance from CUE and the UFCW, broadcast a scathing report on unsafe food handling and sanitation practices at Food Lion stores.

The program detailed such practices, approved by store management, as retrieving produce from dumpsters, rewrapping outdated poultry with new expiration dates and washing meat and seafood with bleach to remove odors.

The program cited the company's "effective scheduling" policy as one of the culprits behind lax sanitary practices. "Effective scheduling" assigns workers time limits, many of them unrealistic, to complete specific tasks.

Last year, the Labor Department cited Food Lion for violating child labor laws and failing to pay thousands of workers overtime. The company paid $16.2 million in August to settle the claims.

Belgian-owned Food Lion is one of the nation's fastest-growing food chains, with more than 1,000 stores and warehouses in 14 states. The company, headquartered in Salisbury, N.C., has some 50,000 full-time and part-time employees.

U.S. sues 'union' for health care scam

The U.S. Labor Department has filed suit against a multistate employee association that represented itself as a union and failed to cover more than $1.1 million in medical claims.

"Most health benefit programs are legitimate," said Labor Secretary Robert B. Reich. "But increasingly, unscrupulous operators are marketing sham health insurance which cannot deliver the benefits promised. The department has increased its enforcement oversight to counter any misuse of benefits vital to the health of Americans."

Tens of thousands of workers and employers nationwide have fallen victim to bogus health insurance plans by organizations calling themselves unions. Con artists are using the union cover because federal law allows some unions to operate self-funded health plans.

President Clinton's health care reform plan would help eliminate such scams by offering affordable universal coverage and requiring that union plans be precertified by the government.

The Jan. 13 Labor Department suit charges that the American Business and Professional Employees Association marketed group health benefits to small businesses in Illinois, Missouri, Nevada, New Jersey, New Mexico, North and South Carolina, Tennessee, Virginia and West Virginia. The plan, called Comprehensive Employee Benefits Association, has been discontinued. The plan covered as many as 1,500 people.

Named in the complaint were companies and individuals that provided services to the plan, including Sun Marketing Enterprises, Inc., owned by Walter Hogancamp; Employee Benefit Systems Inc. and Planned Investment Co., directed by Marshal Waren; and Park Avenue Associates and Peter R. Heckmann, Ltd., owned by Heckmann. ABPEA president Margaret Hogancamp, Walter Hogancamp's wife, also was named as a defendant.

The suit claims the defendants failed to put the plan's assets into a trust or to charge premium rates high enough to pay benefits. They also paid excessive marketing fees to Walter Hogancamp, Waren, Heckmann and their companies.

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CAPITOL DIGEST

Before leaving for its Presidents Day recess, the Senate approved two education bills that were supported by the AFL-CIO.

Goals 2000 — Educate America Act, S. 1150, for the first time would establish skill and performance standards in education, in partnership with labor, business and educators. It was approved 71-25.

In passing Goals 2000, ''the Senate demonstrated its faith in public schools and kept its focus on what's most important — high standards for all students,'' AFT President Albert Shanker said.

Shanker also praised passage of a school-to-work bill, S. 1361, which is designed to prepare non-college-bound students for careers. It was approved by a 62-31 margin. Both votes were taken on Feb. 8.

S. 1361 provides 11th and 12th grade students with opportunities to learn both in school and on a work site, leading to a job, apprenticeship, or, in some cases, a vocational training school.

''This legislation will provide a major stimulus to education reform efforts in the states,'' said AFL-CIO Legislative Director Robert M. McGlotten.

The House of Representatives passed similar legislation last year. A conference committee will iron out differences in the two versions and President Clinton has said he will sign the bills into law.

Elsewhere on Capitol Hill:

FEDERAL WORKERS — Both houses of Congress approved differing versions of legislation authorizing buyouts to federal employees as an incentive to retire early or to leave the government voluntarily. Federal personnel officials have said that if enough federal workers take advantage of the buyout options, which range up to $25,000, layoffs could be avoided. The Clinton administration and Congress have called for a reduction of some 252,000 federal workers over the next five years.

The House passed its version Feb. 10 on a 391-17 vote. The next day the Senate approved by voice vote an amended version requiring that savings from the work force reduction be used to pay for new anti-crime programs. The amended version, introduced by Sen. William Roth (R-Del.), also called for the individual agencies to absorb up to 26 percent of the increased pension and benefit costs.

Rep. William Clay (D-Mo.), who sponsored the House bill, said Roth's action ''has delayed the use of the buyout authority by placing additional financial burdens on the agencies. He has made it more difficult to use the buyout authority.''

TECHNOLOGY SKILLS — The Senate Labor and Human Resources Committee on Feb. 23 will mark up an AFL-CIO-backed bill that would provide grants to labor unions, educational institutions and other organizations to develop programs and practices to improve technological skills of the work force and enhance workplace technology.

WORKPLACE MONITORING — The House Education and Labor Committee is expected to report Feb. 22 an AFL-CIO-backed bill, H.R. 1900, to ban secret workplace monitoring and to regulate permissible monitoring.



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland responds to a question during a Capitol Hill press conference on OSHA reform. Other coalition speakers included Alfred Munzer, M.D. of the American Lung Association and Ralph G. Neas of the Leadership Conference on Civil Rights.

Reich, Dear boost OSHA reform

Continued from Page 1

environment that is so rampant in some industries. Mark Harrison, economic justice program director for the General Board of Church and Society of The United Methodist Church, offered his first-hand observations of the horrendous living and working conditions of farm workers and petrochemical workers.

Kirkland emphasized the group's support for the establishment of safety and health committees in workplaces of 11 or more employees, and pointed out the current system, with its heavy reliance on inspectors' visits, puts workplaces a ''long way from the sheriff or the cop.''

''The degree of self-enforcement contained in the bill will, I think, strongly enhance the realization of the existing aims of the law'' to fulfill the promise of a safe and healthful workplace, Kirkland added.

Others speaking at the news conference were Alfred Munzer, M.D., president of the American Lung Association; Donna R. Lenhoff, general counsel of the Women's Legal Defense Fund; and Ralph G. Neas, executive director of the Leadership Conference on Civil Rights.

Reich's testimony before the Senate Labor and Human Resources Committee was his first on workplace safety since last April 28, Worker's Memorial Day, before the House Education and Labor Committee, before the Clinton administration officially endorsed comprehensive OSHA reform.

''We must recognize that investment in our workers is the best investment we can make in the future,'' he told the panel. ''By strengthening OSHA we strengthen our ability to protect America's most precious and irreplaceable resource — its working men and women.''

Reich referred to the successes of the prototype OSHA state laws in Oregon and Washington, noting the support of businesses in those states.

He also outlined six principles for reform supported by the administration:

- Prevention by fixing hazards before workers get sick or injured.
- Flexibility so that 6 million diverse U.S. employers are not forced into a one-size-fits-all approach.
- Cooperation and worker participation by getting workers directly involved in preventing accidents.
- Expanding coverage to the public employees in 27 states who currently lack OSHA protection.
- Streamlining standards by breaking through red tape, allowing OSHA to address problems more quickly.
- Stronger enforcement, so that employers no longer could view OSHA penalties as a cost of doing business.

Joseph A. Dear, the assistant secretary of labor in charge of the Occupational Safety and Health Administration, accompanied Reich and presented essentially the same testimony to the House Education and Labor Committee's subcommittee on labor standards the next day.

In other testimony, the Clothing and Textile Workers urged a congressional panel Feb. 3 to allocate additional funds for job safety regulation, enforcement and research.

Eric Frumin, the union's director of safety and health, said the current budget of $297 million was inadequate. ''OSHA, frankly, is overwhelmed,'' he said. ''It has vast areas of responsiblity — much more so than many other regulatory agencies concerned with safety and health issues.''

Balanced budget amendment 'sham' exposed as vote nears

By Mike Hall

The balanced budget amendment is ''the ultimate sham'' and ''a truly horrible economic idea,'' administration officials said as the Senate debate on the proposed constitutional amendment intensified.

The debate on S.J. Res. 41 will move from hearing rooms to the Senate floor the week of Feb. 21, but it is unclear when a vote will take place.

The push for the amendment, which is opposed by the AFL-CIO, ''proves that the days of quack medicine and vaudeville magic shows are not yet in the past,'' said Sen. Robert Byrd (D-W.Va.).

Under the terms of the proposed amendment, no deficit spending would be allowed except in times of war or imminent war, or by a 60 percent vote of both houses. Labor has argued that the resolution will seriously undermine Congress' fiscal powers to help maintain national economic stability.

To meet a mandate of a balanced budget in the year 2000, huge tax increases would be required along with deep cuts in defense spending, Social Security and most other major programs, a new Treasury Department study revealed.

The average American could face an annual federal income tax increase of $728, according to the study, which examined five ways to meet balanced budget requirements and what the impacts would be on average Americans and in each state.

One alternative that includes an income tax increase also would require $16.8 billion in defense cuts and $34.4 billion less for crime, education and other domestic programs. It also would result in $605 less a year for the average Social Security recipient and $480 less for the typical Medicare beneficiary.

The amendment would cause ''great uncertainty, and, I don't think this is hyperbole to say, chaos, in our defense spending,'' Defense Secretary William Perry told Senate hearings.

Veteran Affairs Secretary Jesse Brown told the Appropriations Committee that the VA would be forced to close 20 hospitals, deny burial in national cemeteries to some 12,000 veterans a year and slash the average compensation for veterans with service-related disabilities from $5,602 a year to $4,968.

Beyond the fiscal nightmare that could be created, a balanced budget amendment ''would constitutionalize minority rule,'' former White House Counsel Lloyd N. Cutler said.

Byrd agreed with that analysis, noting that two-fifths plus one member of either body could block a tax increase for the purpose of putting the budget in balance. ''Thus the amendment would tend to balance the budget on the backs of the elderly and the working people who would be hurt most the budget cuts.''

JOB SAFETY

Food inspectors to help

Federal food safety inspectors will notify the Occupational Safety and Health Administration of serious workplace hazards spotted during their inspections, according to a joint agreement between OSHA and the Agriculture Department.

The Food and Commercial Workers and other unions have been pushing for such an agreement since the September 1991 fire at a Hamlet, N.C., poultry plant killed 25 workers. USDA inspectors had made daily inspections at the plant to make sure the chickens were safe for consumers, but the plant had never been inspected by OSHA.

Under the agreement, signed Jan. 27, food safety inspectors will receive special training to recognize workplace hazards. The USDA will form a team to work out details of the training by OSHA.

OSHA to publish TB rule

The government will issue regulations to protect workers at risk from exposure to tuberculosis, but not an emergency temporary standard.

Secretary of Labor Robert B. Reich responded Jan. 26 to a petition from a coalition of five unions — AFSCME, Government Employees, AFT, 1199 National Health and Human Services Employees Union and Service Employees — that make up the Labor Coalition to Fight TB in the Workplace.

The group had asked the Occupational Safety and Health Administration to issue a permanent TB standard, issue nationwide enforcement guidelines and issue an emergency temporary standard.

Hazard communication final

Clarifications in a modified final rule published the second week of February completed the hazard communication rule-making begun in 1988.

The standard, promulgated in 1985 for general industry and expanded in 1987 to all industries, is intended to provide workers with information and training on the dangers of chemicals in their workplaces.

The final rule contained minor changes and technical amendments, OSHA said.

FAST: Study altered plant

The Food and Allied Service Trades Department AFL-CIO has asked the government to study a genetically altered cotton plant.

FAST asked the Department of Agriculture for an environmental impact statement before deregulating the plant, which has been engineered to be resistant to the herbicide bromoxynil. That substance is considered a developmental toxic by the Environmental Protection Agency, which means workers must use chemical resistant clothing and take other precautions.

Commercialization of the BXN cotton, FAST said, would have a significant impact on the use of the herbicide and the health of the workers employed in cotton-related agriculture and processing.

Indoor air rule is pushed

The AFL-CIO and 19 affiliated unions have renewed their call for a broad-based standard addressing indoor air quality.

The federation and 14 of those affiliates asked the Department of Labor to move promptly on the issue in March 1992, but the agency had not formally responded to that petition by mid-January 1994, prompting a second letter.

The union group's 1992 petition outlined specific provisions for indoor air quality programs and recommended that the Occupational Safety and Health Administration require worker training, periodic evaluations and reassessments following complaints.

OSHA is to address the indoor air quality issue this year, the agency said.

OSHA data will be assessed

The government says it will publish a proposed rule this summer to revise employer injury and illness data — a possible first step toward gaining employer-specific data for targeting high-hazard workplaces.

The proposed rule would create new versions of the Occupational Safety and Health Administration's 200 Injury and Illness Log and the 101 Injury and Illness Supplementary Record, designed to elicit more details on injuries and illnesses.



Raymond Crowell/Page One Photography

AFGE President John N. Sturdivant and Vice President Gore greet delegates to legislative conference.

AFGE explores partnership

By Sharolyn A. Rosier

Government Employees gathered in the nation's capital Feb. 6-10 to learn more about the partnership the union has entered into with the federal government.

"We must replace the one-size-fits-all system of government and involve you — the rank and file employee — in the decision-making process," Vice President Gore told more than 400 cheering AFGE members during the union's legislative and partnership training conference.

"We need to talk to the men and women who are right there where the rubber meets the roads," he said. "We need you . . . you are the agents of change."

With the establishment of the National Partnership Council last November, partnership was made the cornerstone of the "reinvention" of government that Gore has espoused.

Labor Secretary Robert B. Reich lauded the Department of Labor's labor-management partnership agreement. He noted several changes, including less paperwork with the elimination of purchase orders, and said, "This is a cultural change, a change in the way we think — like a religious change."

Neither Reich nor Gore directly addressed two topics of concern for AFGE — the administration's plan to reduce the federal work force by 252,000 workers over five years and the fact that President Clinton's proposed 1995 budget does not cover cost-of-living adjustments and the locality pay raises for federal employees.

Five days after the conference ended, AFGE members indicated that at least one partnership has potentially gone sour because of possible layoffs at the U.S. Information Agency. Federal employees at the USIA rallied in front of the headquarters, accusing the agency of bad faith in drawing up plans that could lead to the elimination of 221 jobs.

Trade unionists at the conference also traveled to Capitol Hill to urge support of a government wide buyout program and cuts in contracting out. The buyout program would reduce burdensome layers of middle management, empowering highly skilled federal employees to perform the work of the federal government in the most efficient and effective way, the union said.

Rep. William Clay (D-Mo.), chairman of the House Post Office and Civil Service Committee, received a standing ovation as he told the conference that buyouts should be extended to all federal agencies to manage downsizing. He noted that last year the Department of Defense successfully downsized by using buyouts of up to $25,000.

Clay also addressed some of the union's apprehensions about the NPC report. One of the recommendations would make it easier for federal managers to reward those who meet good performance standards and fire those who do not.

He assured the workers that his committee would seek to move legislation this year to give federal employees the same equal employment opportunity and safety rights as private employees. Currently, if a federal employee files a discrimination charge, typically the agency, not the Equal Employment Opportunity Commission, makes the final decision.

The unionists also participated in a partnership training conference immediately following the legislative conference. Training on interest-based bargaining as well as steps for forming and operating partnerships were explained in the two-day training conference.

State labor officials see mutual concerns

State labor commissioners from around the country met in Washington Feb. 2-4 to discuss common problems and visions.

The agenda for this year, AFL-CIO Secretary-Treasurer Thomas R. Donahue told the members of the National Association of Government Labor Officials, is clearly focused on labor-management cooperation and progress.

Specifically, Donahue pointed to the critical needs for a training base for job growth, safe job environments, protection of collective bargaining rights and the implementation of universal health coverage.

The issue of labor-management cooperation also was addressed by Joseph A. Dear, assistant secretary of labor for Occupational Safety and Health, and by Harvard Prof. John Dunlop, who heads the blue-ribbon Commission on the Future of Worker-Management Relations.

About a quarter of the commissioners in attendance have been affiliated with the labor movement, including current NAGLO President David Renfro, with the AFT; A.G. Trammel, with the Alabama AFL-CIO; James Salkeld and Gerald Edwards, with the Electrical Workers; Ronald Petronella and Beverly Hogan, with the Food and Commercial Workers; Henry Koellein, with the Bakery, Confectionery and Tobacco Workers; Dan Dolan and James White, with the Communications Workers; George E. O'Connell, with the Service Employees; and Mary Wendy Roberts, with AFSCME.



AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses conference. NAGLO President David Renfro is at left.

Labor counters business lobby

Real health care reform means security for all

Continued from Page 1

The Service Employees Feb. 17 kicked off a nationwide campaign on behalf of Clinton's health plan with protests in 24 cities against drug manufacturers, insurance companies and some members of Congress.

The business salvo was the latest in a battle that began last year, when the National Federation of Independent Business attempted to assert itself as the voice of all small business owners.

Since that time, many such owners have pointed out that these large lobby groups do not speak for the majority of their members. Many larger employers also support the employer mandate.

''We believe a reformed health care system needs to retain a role for large employers who choose to continue providing health benefits for their employees,'' said Michael Becker, a vice president for McDonnell Douglas Corp., in testimony Feb. 3 before the House Ways and Means Committee.

''This role is necessary both as a source of continuing innovation in the system and as a benchmark against which to measure the performance of reforms in the rest of the system. Let me be clear that member companies of the Corporate Health Care Coalition support at the very highest levels of the companies a continuation of employer-provided health benefits.''

The Corporate Health Care Coalition is a group of large, self-insured, multistate employers such as McDonnell Douglas, Dow Chemical Co., Amoco Corp., Hershey Foods Corp. and General Electric Co.

The employer mandate is at the core of the Clinton Health Security Act and is on labor's list of principles that define real reform. Gerald M. Shea, director of the AFL-CIO's Employee Benefits Department, made that point in testimony Feb. 10 before the Senate Finance Committee.

''It's become all but impossible to bring newly organized groups of workers under coverage. Companies that provide health insurance coverage to their workers are simply placed at too much of a competitive disadvantage vis-a-vis companies that do not provide coverage.

''Unless an entire industry provides health benefits to their workers, companies that provide coverage cannot compete with companies that do not,'' he said. ''By the same mechanism, when one company in an industry cuts benefits, other companies come under great pressure to follow suit in order to continue to compete effectively.

''We believe that the route to universal coverage is a mandate on all employers to pay the lion's share of the health costs of their employees,'' Shea said.

The business groups — and some editorialists — have been flocking to a proposal put forth by Rep. Jim Cooper (D-Tenn.) and Sen. John Breaux (D-La.), which would use insurance reform and market forces to improve access to health care coverage. However, even the plan's authors acknowledge there will be some Americans left without health care. Others also see the holes.

''People are going to be losing what they already have and forced into the lowest price health maintenance organization (HMO) because that's all they'll be able to afford,'' Rep. Henry Waxman (D-Calif.) said in characterizing the Cooper-Breaux measure.

''It is clear (Cooper's) plan not only will not guarantee health care coverage for every American — his plan does not even offer security that middle-class Americans can keep what they have now,'' said Greg Humphrey, special assistant to the president and director of legislation for AFT, after a meeting with Cooper.

''It is no surprise that the same groups who opposed Social Security and Medicare now oppose health care reform,'' Humphrey said. ''Real health care reform is about giving every American a secure role in their future.''

Many legislative measures now in Congress seek to institutionalize the current piecemeal system, and the inherent competitive disadvantages for responsible employers who provide insurance. Others would throw out employers' responsibilities totally in favor of ''individual'' mandates.

''A number of those sponsoring alternative proposals assume there is no health care crisis,'' said Letter Carriers President Vincent R. Sombrotto in recent congressional testimony. ''The sponsors of these plans, apparently satisfied with slower medical inflation in the past couple of years, have put blinders on.

''The 39 million Americans who are uninsured, the 2 million Americans who lose health insurance each month and the millions of Americans who live with the insecurity of not knowing whether their health insurance is adequate or whether it will be there when they need it disagree.''

Sombrotto, Postal Workers President Moe Biller and Teamsters International Vice President Tom Gilmartin all testified before House committees during the week of Feb. 6.

In other testimony, the Congressional Budget Office projected positive effects on the nation's health budget and overall deficit that would stem from the adoption of the Clinton plan.

''Over time, the combined effects of lowering the rate of growth of health insurance premiums and the cuts in the Medicare program would dominate,'' the CBO said. ''Thus, CBO projects that national health expenditures would fall $30 billion below the current CBO baseline by calendar year 2000, and would be $150 billion (7 percent) below that baseline in 2004.

''The effects on the federal budget deficit show a similar pattern. By 2004, the estimated effects on the deficit are negligible, and CBO believes that the proposal holds the promise of reducing the deficit in the long term.''

CBO also noted potential positive effects for businesses.

''Businesses' cost for health care would be significantly reduced overall, both because the proposal would provide substantial subsidies to firms and because it would limit the growth of premiums.

''For example, the total premiums employers pay for active workers would drop by about $20 billion in the year 2000.''

CBO said it would be difficult to predict the impact of any changes — incremental or comprehensive — but concluded that ''the inherent uncertainties of change must be weighed against the detrimental consequences of the current system — increasing numbers of people who lack the security of insurance coverage for health care and the rapidly rising costs of that care.''



Colleen M. O'Neill/AFL-CIO News

AFL-CIO President Lane Kirkland and Executive Council members Richard L. Trumka of the Mine Workers and Gerald W. McEntee of AFSCME join in call for reform at a Capitol Hill news conference.

Small business owners point to need for reform

Richard Gross, president of Gross Electric, told the Wall Street Journal that the administration's Health Security Act would cut in half the $268,000 he now pays for insuring 64 employees. He says such big lobbying groups as the Business Roundtable and the National Federation of Independent Businesses should not try to ''put all small businesses in the same pot.''

Like the majority of other small employers across the country, Gross provides health care coverage for his employees. That sets him apart from the lobbying groups opposing Health Security.

Audrey Rinker, owner of a Florida graphics shop, has been denied coverage by three insurance companies because of the pre-existing conditions of several of her workers, according to Time magazine. She knows reform is necessary and says ''we need something done right now.''

Denney Willis, of an Arizona coffee service, characterizes the gloom-and-doom remarks of the small business lobby groups as ''just a knee-jerk reaction,'' reported Newsweek. ''That's like the gun lobby saying that everybody should have an AK-47.''

''I think the lobby groups to a large extent misrepresent'' small business, says Steve Sands of a Nebraska meat company. Sands covers his employees. Unless all employers are required to provide employees with health care benefits, he told Newsweek, ''doing the right thing'' for workers puts him at a competitive disadvantage.

Erin Curtis, co-owner of a Texas giftware chain, says she looks forward to standardized policies that would simplify shopping for insurance, and the clout that purchasing cooperatives would give to small employers.



Raymond Crowell/Page One Photography

Presidents Moe Biller of the Postal Workers (left) and Vincent Sombrotto of the Letter Carriers testify.

ORGANIZING

Guild gains correspondents

Photographers and non-staff reporters at the Philadelphia Inquirer voted 107-37 for representation by the Newspaper Guild Local 10 in a National Labor Relations Board election.

The 167 employees, who work out of six bureaus covering suburban issues, will have a separate bargaining unit consisting of ''all full-time and regular part-time non-staff correspondents,'' the NLRB regional director said.

Among the key issues was the large wage and benefit disparity between staff journalists and the non-staff correspondents, who generally are paid by the assignment and receive no benefits.

ACTWU sews up uniform unit

Workers at the Sweet Orr plant in Madison, Ga., voted in the Clothing and Textile Workers in a National Labor Relations Board election. The 85 workers, predominantly African-American women, sew pants for Boy Scout uniforms.

''It was an issue of dignity and fair treatment,'' said Mark Fleichman, organizing director for ACTWU's southern region. ''The workers were being paid minimum wage, they had lost their profit sharing, and production was set up hazardously.''

Sweet Orr also has plants in Dawsonville, Ga., and Anniston, Ala., where workers are members of the Ladies' Garment Workers.

Also working on the campaign were Merwin Scott and Roland Washington of the AFL-CIO Organizing Institute.

UFCW beats union busting

Despite a tough union-busting campaign, some 75 workers at Smith's Complete Market in Fresno, Calif., voted for representation by Food and Commercial Workers Local 1288 by a 2-1 margin.

Union backers withstood the layoff and demotion of key supporters, management's pleas for ''another chance'' and the company's scare tactics about a strike more than 15 years earlier, the union reported.

The union-busting firm of Littler, Mendelson, Fastiff & Tichy couldn't combat the UFCW research that showed wages in the area moving up, while wages and benefits at Smith's were going down.

USWA prepares workers

Some 62 workers at Quality Components, Inc., in Atlanta, also turned back a union-busting drive and voted in the Steelworkers by a 3-1 margin.

Step by step, USWA organizers spelled out the union buster's campaign, preparing workers for the inevitable anti-union movies, isolation, vote ''no'' materials, company letters and other tactics.



Steve Yarmola/AFL-CIO News

John T. Dunlop, seen here addressing members of the National Association of Government Labor Officials, said the presidential worker-management commission he chairs will issue the results of its fact-finding in May and recommendations for federal action later this year.

Real partnership key, unions say

Dunlop commission finishes field hearings in Houston

Houston

Workers will cooperate as much as possible in redesigning the U.S. workplace, but not if they're cut out of the decision making and the gain-sharing, the federal worker-management commission was told in field hearings in Houston.

State AFL-CIO and Building Trades witnesses painted a bleak picture for members of the Commission on the Future of Worker-Management Relations on the current state of those relations. They described management's many weapons in chilling the employee will to form or join a union, avoiding a first contract and breaking existing unions.

But they also told the stories of what can be accomplished if workers have representation in addition to mere workplace ''participation:''

- Houston Power and Light ''had the foresight to intervene before it was too late'' in the mess being made by non-union contractors at the South Texas Nuclear Power Project. It called in union workers, ''who don't check their belief in democracy'' at the worksite door, said Gale Van Hoy of the Texas Building and Construction Trades.

Those workers applied their self-governing rules of work to bring the project in on time and on budget, he said.

- The Oil, Chemical and Atomic Workers at Star Refinery in Port Arthur and the Rubber Workers at Kelly-Springfield in Tyler are Texas examples of how ''workers have been able to improve their job security as well as productivity and product quality while taking a more active role in decison making,'' said state AFL-CIO President Joe Gunn.

OCAW President Robert Wages was one of the witnesses at the hearing, conducted by commissioners Tom Kochan, Ray Marshall and John Dunlop, the chair of the full, 10-member commission.

The Houston hearing completed the schedule of six field hearings in Louisville, Ky., East Lansing, Mich., Boston, Atlanta and San Jose, Calif.

The next hearing of the full commission was scheduled for Washington Feb. 24 and Dunlop reported plans for the commission to issue fact-finding in May and recommendations on federal action later this year.

To make participation programs work, Gunn said, real worker involvement is necessary in six areas: in decisions such as investments and plant closings; information access; criticism without fear of reprisal; an appeals process to settle disputes; management support, without gaps, for the worker participation program, particularly at the top; and some ''form of gain-sharing that provides an economic return to workers.''

Three presentations also were made by management, from representatives of Lyondell-Citgo, Texaco Chemical and Union Carbide. Witnesses on ''quality processes and employee involvement'' were from the John Gray Institute, Texas Instrument and Ciba-Geigy Corp.

Other witnesses were Wade Rathke of the Service Employees, Charles Morris of the SMU Law School and Mark Sherman of the University of Houston-Clear Lake.

Transportation labor says drug test rule costly, intrusive

By Candice Johnson

The expanded workplace drug-testing rules issued by the Department of Transportation are overly intrusive and costly, transportation unions declared.

The rules fall short in several key areas, but particularly in the treatment of rehabilitation programs, scope of testing, sanctions against workers and the exclusion of supervisors, the AFL-CIO Transportation Trades Department said.

The new DOT policy requires random testing for alcohol use on the job and expands the mandatory testing requirements covering both drug and alcohol use to jobs held by an additional 3 million workers. The rule takes effect January 1995 for large employers and a year later for employers of fewer than 50 workers.

The broadened requirements now cover 7.4 million workers in airlines, railroads, trucking, mass transit, commercial and government vehicles, maritime operations and pipeline facilities.

Transportation unions ''are disappointed with the new rules in several areas,'' said TTD President Walter J. Shea. He charged that the intrusive mandatory testing may be unconstitutional and that the policy imposes unnecessary costs on the industry.

DOT estimated the cost at $200 million per year to add a 25 percent sample size required for alcohol testing.

A major failing of the program is DOT's refusal to make rehabilitation and treatment a mandatory part of the drug-testing rule, instead leaving such plans to the discretion of employers.

''Collectively bargained rehabilitation and treatment programs in all the transportation sectors have proven to be effective in reducing the incidence of drug and alcohol use and, overall, in improving safety,'' Shea pointed out.

The TTD also opposed the expansion of mandatory testing to include alcohol, but acknowledged that the rule does permit a reduction in the testing rate for alcohol use from 25 percent to 10 percent after two consecutive years of low positive rates.

An overall 10 percent rate would be more acceptable, Shea said, along with flexibility where collective bargaining agreements are in place.

TTD also criticized the rule for excluding supervisors from testing requirements; allowing employers to impose stricter sanctions than mandated by federal regulation; requiring just one supervisor for identification of a suspected alcohol violation; insufficient time to request a second sample; and failing to recognize the role and advantages of collectively bargained programs.

''There is still much work to be done to refine the DOT program to ensure it takes into consideration the deep concerns of transportation workers,'' Shea said.

Grant to help unions combat drug abuse

The AFL-CIO Department of Community Services and the George Meany Center for Labor Studies have received a $500,000 grant from the Labor Department as part of the Clinton administration's overall campaign against drug abuse.

The grant will enable the AFL-CIO to expand its assistance to unions, particularly at the local level, which face an increasing need for information and materials on substance abuse issues, the Department of Community Services noted.

While several affiliates have developed such resources through employee assistance programs, the Substance Abuse Institute, to be headquartered at the Meany Center, will operate as a clearinghouse for information and support.

The program also will develop educational materials for union audiences, provide technical assistance to help unions start up or evaluate membership and employee assistance programs, hold educational institutes and work with research institutions on prevention and other activities.

Teamsters walk after UPS doubles its weight limit

By Muriel H. Cooper

The Teamsters ended a one-day walkout at United Parcel Service after a dispute over the company's introduction of a new 150-pound package service Feb. 7.

The new weight requirement would have workers lifting more than double the company's current 70-pound limit.

The IBT and UPS agreed to institute certain safety procedures and to bargain over the safety issue.

However, the company said it will file a lawsuit against the union seeking damages of more than $50 million as a result of the strike, which they described as not disruptive except in a ''patchwork'' way.

IBT President Ron Carey countered, ''UPS management needs to understand that this dispute is not about fines or legal action. This is about working people protecting their health and safety. This is about keeping people from suffering permanent back injuries.''

UPS announced its weight limit increase in early January, two months after the close of national negotiations with the union. The company did not raise the issue of the new service at any time in those negotiations, the union said.

''We cannot allow the company to put the health and safety of 165,000 workers at risk,'' said Carey. '' No corporation has the right to damage someone's back for the rest of their life.''

The agreement says the parties must ''enter into immediate, good-faith bargaining over the terms, design and implementation of the handling of over 70-pound packages.''

It also provides that no unionist will have to lift a package heavier than 70 pounds without assistance or ''appropriate lifting devices,'' and requires that UPS customers will be ''required to prominently label all over 70-pound'' packages.

Meanwhile Carey issued a message to all locals saying ''it is the responsibility of every local union to enforce the agreement and educate members about their rights. If members are harassed because they insisted on help from another Teamster and lifting devices, the grievance procedure should be used immediately to protest harassment.''



UPIU photo

Paperworkers in Oro Grande, Calif., celebrate outside Riverside Cement Co., where they won union representation and a first contract after a nine-year battle. The company is owned by Lord Hanson, the British magnate whose Peabody Coal Co. was a major hurdle for the Mine Workers during their recent strike. At left is UPIU Vice President Fran Pothier.

Two-year strike ends in new pact at Fisher

Warehouse workers represented by the Teamsters ended a two-year strike by overwhelmingly ratifying an agreement with Fisher Scientific Co., a medical and scientific supply company.

''The agreement, which provides employment, retirement and severance package options, officially ends the strike and corporate campaign waged by the Teamsters and resolves all pending matters before the National Labor Relations Board,'' the union and company said in a joint statement.

The 77 workers walked off the job at the company's Springfield, N.J., plant in October 1991, and were ''permanently replaced.'' The IBT then mounted a corporate campaign informing municipal governments and other Fisher customers about the company's anti-worker activity.

Health care costs were central to the dispute between workers and the company. Under the new agreement, ''workers end up a lot better off,'' said Teamsters spokesperson Fred Solowey.

Under the settlement, the company agreed to provide wage increases of $1 an hour and a new medical plan for hourly workers. The agreement also calls for hourly workers to be covered under the same medical plan as salaried workers.

The company also has guaranteed to reinstate at the New Jersey facility at least 25 workers, which is about half of the total who want to return. Other workers will be given ''first dibs'' on jobs at facilities in other locations, as well as a $2,000 relocation bonus, he said.

Workers who take jobs with other companies or choose early retirement will receive $6,000 in severance pay.

Commuter air safety scored

ALPA condemns 'double standard' in regulation

By Candice Johnson

The Air Line Pilots told Congress that the nation cannot afford the existing double standard in the airline industry and pressed for ''one level of safety'' for commuter as well as national carriers.

Testifying before the House Public Works and Transportation aviation subcommittee, ALPA President Capt. Randolph Babbitt said ''a single standard of safety must be maintained on all scheduled air carriers, whether the aircraft seats one or 500 passengers.''

Babbitt outlined ALPA's program to win a universal safety standard, noting that it includes a public awareness campaign as well as efforts to achieve ''regulatory uniformity.''

The commuter airline industry has become an integral part of the nation's air transportation system. Yet some commuter airlines are operating under rules adopted prior to industry deregulation in 1978, rules ''designed for non-scheduled air taxi operations that were made up of small operators flying small airplanes,'' Babbitt said.

Regional service has increased, for communities losing jet service as well as for major airlines seeking passengers to feed their connecting flights, Babbitt pointed out.

''We believe that the standards for all air carrier planes should be the highest standards set by the Federal Aviation Administration for the larger air carrier planes'' and that the same level of airworthiness must be achieved for all aircraft, he said.

In other airline developments:

● Teamsters who make meals for Northwest Airlines flights have enlisted public support in calling on the carrier to help resolve their yearlong dispute with Dobbs International.

An open letter to Northwest directors Alfred Checchi and Gary L. Wilson signed by Rep. Harold Ford (D-Tenn.), Bishop J.O. Patterson and NAACP Executive Secretary Maxine Smith, among others, was featured in a full-page ad in the Minneapolis Star. The ad's message: ''For decades they prepared food for Northwest Airlines. Now they're on food stamps.''

The 90 workers, mostly African-American women who have worked for the food service firm for more than 20 years, have been on strike since last February.

The Memphis, Tenn.-based company provoked the walkout by demanding changes in work rules that would have ousted many of the workers from their kitchen jobs. Dobbs said they could apply for jobs loading packages as heavy as 75 pounds.

''Targeting older workers for layoffs is just plain wrong. Northwest Airlines should take a stand that shows they think it's wrong too,'' IBT vice president Aaron Belk said.

Since the strike began, the Dobbs workers have been without paychecks, health insurance and pension coverage.

● The Flight Attendants are challenging United Airlines' weight policy that requires attendants to periodically weigh in and threatens them with disciplinary action and termination if they fail to meet stringent weight limits.

The AFA joined a suit filed by 13 United attendants, noting that the rule emphasizes weight over health and does not adequately account for gender, age, race and disabilities.

United reinstated its weight program last April following an 18-month moratorium. Since then, attendants have been disciplined, suspended without pay and terminated for not complying with the weight rules, AFA said.

AHP workers finally gain severance

Workers at some operations of the pharmaceutical firm American Home Products are receiving their shares of a $10.8 million settlement after a four-year struggle over runaway plants.

The settlement was reached between the Oil, Chemical and Atomic Workers and AHP in July 1992, but was held in trust until late 1993, when a federal court judge ordered the payments.

The OCAW charged that AHP eliminated hundreds of U.S. workers' jobs by transferring manufacturing operations to offshore tax shelters in Puerto Rico and the Dominican Republic.

The union filed a U.S. racketeering complaint against the firm that resulted in the $10.8 million settlement.

Some 1,200 workers will receive payments ranging from $500 to $47,656, depending on whether workers received early retirement incentives, or were transferred or rehired by AHP.

Workers at AHP's Whitehall Laboratories plant in Elkhart, Ind., waited years for the payout, with many workers still unemployed ''and most who have jobs making half of what they earned previously,'' the OCAW said.

Also receiving payments are workers at AHP's Wyeth Ayerst operations in Great Valley, Pa., and Rouses Point, N.Y.

BARGAINING

UAW pact avoids strike

Some 6,800 UAW members voted Feb. 18 on a tentative agreement with General Motors Corp. that creates new jobs and avoids a strike at a key auto parts complex.

The agreement was hammered out two hours before the Feb. 15 strike deadline. A strike at AC Rochester East in Flint, Mich., would have shut down much of GM's production, because the seven-plant complex is the sole source of many critical auto parts, including spark plugs and fuel pumps.

GM proposed to cut 1,200 jobs as part of its plan to hire outside companies to build certain auto parts. But the new local contract doesn't contain those job cuts, said Dale LeBeau, president of UAW Local 651.

Instead, a "considerable number" of new jobs will be added by 1998 and the contract requires that GM notify the union if it plans to hire outside companies, he said.

GM also announced plans to add 1,000 jobs in May at another Flint plant — hiring mostly laid off workers — to meet the increasing demand for full-size vans. Another 900 workers who expected to be laid off in September at a Pontiac plant will instead be moved in January to a nearby plant.

Honeywell accord ratified

The Teamsters ratified a four-year contract with Honeywell Inc. that increases wages and benefits by an average of 4 percent each year.

The 2,700 workers will receive a lump sum equal to 3 percent of their current earnings and across-the-board increases of 3 percent in 1995 and 1997. Wages will be frozen in 1996.

The pact also increases the pension benefit formula and life insurance coverage.

Agreement ends dispute

Electrical Workers approved a new three-year contract with Central Illinois Power Service Co., ending a bitter 18-month dispute that included lawsuits and a 14-week lockout.

The new agreement covers 1,000 CIPS employees and runs from July 1, 1992, to June 30, 1995. It provides for raises of 3.85 percent retroactive to July 1, 1993, and 3.95 percent in 1994. It also resolves the issue of health care costs that prompted the lockout. The new pact requires IBEW members to share monthly premium costs at the same rate as salaried employees.

The dispute began after the company reneged on parts of the agreement reached in July 1992, specifically on the cost of health care. The union filed a lawsuit and the company retaliated by locking out workers in May 1993. The workers returned to work in August.

Machinists, Harley agree

The Machinists ratified a new three-year contract covering more than 1,600 workers at Harley-Davidson's York, Pa., plant.

The agreement, which took effect Feb. 2, calls for wage increases of 3 percent per year and lump-sum bonuses of $500 this year and $250 in each of the next two years.

The union won increases in pension and health benefits, said Ken Anderson, president of IAM Local 175.

Diamond votes to be counted

A National Labor Relations Board regional director ordered the counting of 449 of 635 ballots challenged in an October election to determine if the Teamsters would continue to represent workers at Diamond Walnut Growers.

The vote last year was ordered after the NLRB found the company's actions tainted the outcome of a bifurcated 1992 election. Ballots showed 310 votes to keep IBT Local 601 and 195 for no union.

Both striking workers and "permanent replacement" workers were eligible to vote. Strikers cast only 36 of the 449 challenged ballots that were ordered counted. But Louis Reye, secretary-treasurer of Local 601, said he expects the union will win because of an aggressive campaign among the replacements.

Both sides have until Feb. 23 to request a review of the decision. NLRB Region 32 director James Scott also has scheduled a hearing March 23 on unfair labor practices complaints filed by the IBT.

NBC unions turn up volume

'Sweeps' week strategy aims for fair agreement

By Sharolyn A. Rosier

Two entertainment unions squared off with the NBC television network, winning one case before the National Labor Relations Board and preparing to take the case for a fair contract to the television viewing public.

The Broadcast Employees, which in January merged with the Communications Workers, are expecting contract negotiations to follow the tumultuous path of the last two rounds.

"We haven't reached a settlement with NBC before contract expiration in more than 20 years, and relations have gotten worse in recent years," said NABET-CWA President John Clark.

The NLRB complaint on behalf of the Television and Radio Artists charged the network "failed and refused to bargain collectively and in good faith" with AFTRA and by so doing "engaged in unfair labor practices." A formal NLRB hearing is set for June 15.

After viewing a preliminary exchange of proposals between NABET-CWA and the network in late January, Clark noted that "some of the network's proposals are devastating," and would jeopardize jobs and create "oppressive working conditions."

NBC seeks to achieve provisions to protect less senior employees and lay off longer-term workers with its so-called "Golden Boy" out-of-seniority layoff concept, said Clark.

The network also wants the right to employ an unlimited number of daily hires, aims to wipe out NABET-CWA jurisdiction over all technical maintenance, and the union's live and tape jurisdiction outside of a 500-mile radius of stations owned and operated by NBC in New York, Washington, Chicago and Los Angeles.

In 1987 and 1990, NBC and its parent company General Electric pursued a strategy of stalling negotiations to the point of impasse in order to impose contract terms.

New contract talks began Feb. 8 to renegotiate the national agreement that expires March 31 and covers more than 2,000 workers at the network and affiliated stations. During opening remarks at the first joint bargaining session, Clark stressed NABET-CWA's goal to achieve a negotiated agreement that can be recommended to its membership for ratification.

"We're prepared to do everything we have to do to compel collective bargaining on very serious issues, rather than let the network stall."

— John Clark
NABET-CWA president

In addition to NABET-CWA, representatives of the Electrical Workers and the Stage Employees joined negotiators at the bargaining table. IBEW also has network television contracts.

To put pressure on the network to negotiate in good faith, the unions have distributed a pledge card that urges viewers to flick off NBC during the critical May "sweeps" if a fair settlement has not been reached by that time. The sweeps period is April 28-May 25, when the network and its 225 affiliates get the viewer ratings that dictate future advertising rates.

"We're signaling NBC that this year we're prepared to do everything we have to do to compel genuine collective bargaining on very serious issues, rather than let the network stall and try to take us to impasse once again," Clark said.

URW sets wages, security as goals

Wage improvements, job security and worker training top the Rubber Workers' triennial bargaining agenda, the union announced.

The first test of the union's goals could come in March, when master contract negotiations begin with Goodyear, Bridgestone/Firestone and Michelin-owned Uniroyal Goodrich. The three contracts, affecting some 23,000 workers, expire April 23.

According to the goals drafted by the union's International Policy Committee, the URW will seek general wage increases and the maintenance or insertion of cost-of-living allowances.

The union also wants improved pension benefits for active employees and retirees, and will propose that automatic benefit increases be based on COLA escalator clauses.

Stronger job security language that protects workers from plant closings and mass layoffs is a key issue as well, the union said. Other issues the union will address include the potential impact of technology, employee involvement programs and shift work.

The union also wants any savings realized from national health reform to be credited back to employees.

The union also accused Michelin of trying to wreck contracts at four plants by threatening layoffs, closing plants and halting capital improvements. The company has given a six-month closing notice to 1,800 workers at its Fort Wayne, Ind. plant.

The AFL-CIO added tires made by Michelin to its national boycott list at the request of the URW.

Workers share $7 million in back pay

Nearly $7 million in back pay has been awarded to 284 members of two unions in separate settlements of unfair labor practice charges, the National Labor Relations Board announced.

The NLRB Cleveland office will distribute $5.53 million to 59 members of Teamsters Local 963, who were involved in a 1986 collective bargaining dispute with Central Cartage Co. The other back pay award provides $1.45 million to 225 Steelworkers.

The board said Central Cartage illegally refused to bargain with the union by unilaterally altering terms and conditions of employees. The NLRB also agreed that the company had violated the National Labor Relations Act by laying off and failing to recall certain employees at its Cleveland terminal.

The workers were scheduled to have their money by the end of 1993. Within the group of 59, almost three-fourths — 33 employees — had been laid off and 26 were retained at reduced pay and benefits. Sixteen of the workers were reinstated to their old positions in September 1992.

A decision is still pending on an NLRB complaint that the company owes another $2.1 million in late payments to the IBT health and welfare and pension fund.

Meanwhile, Reichhold Chemicals has paid $1.45 million to 225 Steelworkers to settle an unfair labor practices case in which the company in 1988 created separate bargaining units out of the established multi-plant units in Bay Minette, Ala.; Pensacola, Fla.; and Oakdale, La. Workers rejected the company's last offer, struck and filed unfair labor practice charges.

The board in 1991 found the company in violation of the NLRA by claiming impasse when the issue in dispute was not a mandatory subject of bargaining, unilaterally implementing changes in the employees' terms and conditions of employment and failing to reinstate the strikers. An appeals court affirmed the order in 1992.

WORLD

Vietnam decision assailed

The AFL-CIO denounced the decision by the Clinton administration to lift the trade embargo against Vietnam, ''one of the most repressive nations in the world.''

''Vietnam's rulers continue to hold power by denying citizens even the most basic of rights,'' said AFL-CIO President Lane Kirkland. ''They govern through prolonged detention without trial, religious persecution and the crushing of independent organizations,'' including trade unions.

Kirkland cited the case of Dr. Nguyen Dan Que, a dissident who has languished in jail for years. ''Others are banished, tortured or re-educated. Some are killed.''

''It is true that business interests from several other nations are already exploiting these conditions for profit,'' he said. ''Yet there is no evidence that the introduction of market capitalism, by itself, brings with it freedom and democracy. In fact, business investment in Vietnam is helping to prop up a vicious dictatorship.''

Sanctions repeal urged

State and local AFL-CIOs are being urged to support legislation to repeal sanctions against South Africa.

The AFL-CIO's 1993 convention, following appeals from the South African trade union federations COSATU and NACTU, adopted a resolution calling for an end to sanctions, which it had supported for more than a decade.

Those sanctions were instrumental in moving the country away from apartheid and toward multiracial elections, set for April 26-28, said Joseph J. Shantz, director of the AFL-CIO Department of Organization and Field Services, and Charles D. Gray, director of the International Affairs Department, in a letter to state and local AFL-CIOs urging support for repeal legislation.

By early February, more than 15 states, 70 cities and 20 counties had repealed sanctions. Many more state and local governments are now considering similar actions for their 1994 legislative sessions.

A vote for worker rights

The European Parliament has endorsed the inclusion of worker rights protections in international trade agreements.

The European Union's 518-seat assembly voted Feb. 9 by a 187-29 margin to approve a resolution urging that safeguards for workers and their unions be included in the General Agreement on Tariffs and Trade and the World Trade Organization, which eventually will replace the GATT structure.

A GATT council meeting is scheduled for April in Marrakesh, Morocco, where the U.S. government is expected to raise the question of worker rights. Since the Uruguay Round of GATT was completed in December, member nations must now decide how the WTO will function and what its initial agenda will be.

Solidarnosc on the march

Some 30,000 Polish workers marched through the streets of Warsaw Feb. 9 to protest cutbacks by the new government. The demonstration, organized by the Solidarnosc union, was one of the largest protests since the fall of communism in 1989.

Demonstrators were demanding that the new government, a coalition headed by some of the old Communist leaders, keep its campaign promises to increase wages and social spending. Unemployment in some regions is running as high as 30 percent.

Jobs summit finalized

The Clinton administration announced that an international jobs conference with officials from the Group of Seven industrial nations will be held in Detroit March 14-15.

Clinton's original invitation to finance, labor, industry and economics officials to attend the jobs conference came at the G-7 summit in Tokyo last July. He said the purpose of the conference would be to discuss the ''stubbornly high rates of unemployment.''

The G-7 nations are the United States, Japan, Germany, Britain, France, Italy and Canada.

Ukraine unions unite for vote

New labor federation set for political reform

By Michael Byrne

A new federation of independent trade unions is working to forge political alliances for democratic change in Ukraine, pointing toward parliamentary elections this March.

Following in the footsteps of Poland's Solidarnosc, the Free Trade Unions of Ukraine (VPU) is fielding its own candidates to run for parliament while supporting others aligned with liberal democrats who oppose the economic policies of President Leonid M. Kravchuk.

The federation was formed in November with the assistance of the AFL-CIO Free Trade Union Institute, which has been working with the independent unions out of an office in Kiev since 1989. Mark Tarnawski, who became FTUI office director in September 1992, said the political development of the Ukrainian labor movement is an essential step toward democracy in the former Soviet country.



Ukraine democracy depends on a strong, politically active free trade union movement, says FTUI's Mark Tarnawski.

''We have developed seminars and conferences, inviting the emerging unions to learn about building and growing independent trade unions,'' said Tarnawski. ''Underneath these conferences, we are trying to put trade union leaders together with some politicians, lawyers and economists, to make contacts.''

VPU, headed by Alexander Mril, chairman of the Independent Miners Union (NKG) of Ukraine, brings together independent unions representing miners, railroad workers, airline pilots, air traffic controllers, aviation mechanics, public transport workers and dockworkers.

With members in the crucial transportation and energy sectors, the unions of the VPU have been recognized by the government, but bargaining on a general agreement covering economic issues has been rocky. The government, filled with Soviet-era ''nomenklatura,'' has refused to make its budget public and has violated previous agreements on the indexation of salaries and social insurance, the unions say.

With the formation of the federation, the unions hope to extend their reach into the political arena, helping to elect a reform-minded parliament. But the Ukrainian electoral system, designed in large measure to ensure that the ruling party stays in power, will make it difficult to bring change, said Viacheslav Pikhovshek, a democratic activist who edits Mict, a newspaper about the independent trade union movement.

''At most, we can expect perhaps to elect 15 deputies, and then we can hope that as many as one-third of the 450 members of parliament will be reformists,'' said Pikhovshek. ''The most important goal at this point is to split the political nomenklatura, which has many advantages.''

VPU and its democratic allies will be seeking to sway directors of enterprises, who will gain about 100 seats under the so-called ''working collective'' districts.

''These generally are former Communist directors, but there will be some who are from enterprises that have become self-sufficient, and who will understand the importance of a market economy,'' Pikhovshek said.

Ukraine, once the ''bread basket of Europe,'' has been transformed into an economic basket case under the centralized policies of Kravchuk. Some 80 percent of the population now is below the poverty line as the minimum wage has dropped to the equivalent of $2 a month, said Guy Standing of the International Labor Organization. The country's new currency, karbovanets, is not worth the paper it's printed on, as the inflation rate is running at 25,000 percent over the past two years.



Bill Burke/Page One Photography

Semyon Karikov, president of Ukraine's Locomotive Engineers, participated in a No NAFTA rally during the AFL-CIO convention in San Francisco.

''Nothing will happen to improve this situation until the election, and maybe not then,'' said Standing, who recently returned from Kiev. ''Clearly, Ukraine can't go for shock therapy. They need a plan for demonopolization with price stabilization, to ease the hyperinflation.''

Like Pikhovshek, Standing sees hope for democratic and economic reform through the election and the development of joint stock enterprises, in which workers gain voting shares in recently privatized companies. These joint stock enterprises are springing up in neighboring Russia, fostered by the government of Boris Yeltsin.

How the Ukrainian government deals with emerging enterprises will help determine the future course of the fledgling free trade union movement, and of democracy, Pikhovshek said. ''There really isn't much private industry to unionize. There are just small shops, mostly with only a few employees.

''Independent trade unions have been concentrated in the transportation sector, and the next frontier likely will be other transportation, like truck and bus drivers,'' he said. ''The primary growth in recent months has been internal, within the Locomotive Engineers. (Union President Semyon) Karikov added 12,000 new members just last month. He has expanded his territory, trying to organize every worker on or near a railroad.''

But government intervention has stymied organizing efforts. A strike by trolley workers last year was short-circuited when the government used the military as scabs, he said.

''Right now, the trade union movement is ahead of the overall democracy movement,'' he said. There are 136 democratic parties with maybe 50,000 official members. There are more than 300,000 members of free trade unions.

Benefits of union worth 18 times cost of dues

Continued from Page 1

BLS noted that in addition to the 16.6 million wage and salary earners who were union members, there were another 2 million workers who were represented by unions but did not pay dues. More than half of these ''free-loaders'' were in government jobs.

Union pay had been consistently one-third better than non-union before the current jump to 35 percent.

Median weekly earnings of wage and salary workers increased to $575 for union members last year, $149 more than the $426 weekly pay for non-union workers. Over the year, weekly pay for union workers rose $28, more than double the $13 raise for non-union workers.

On an annual basis, the $149 per week difference in median earnings works out to a $7,750 advantage for the union worker, the BLS survey of U.S. households showed.

The government's earnings data do not include the additional value of employer-paid benefits, which have been gauged at nearly double the rate for union workers over non-union shops. In March of 1993, the union benefits package averaged $7.88 an hour — 86 percent more than the $4.24 in benefits non-union employers provided their workers.

''The monetary return on a union card is 18 times the average cost of union dues,'' noted AFL-CIO economist John Zalusky.

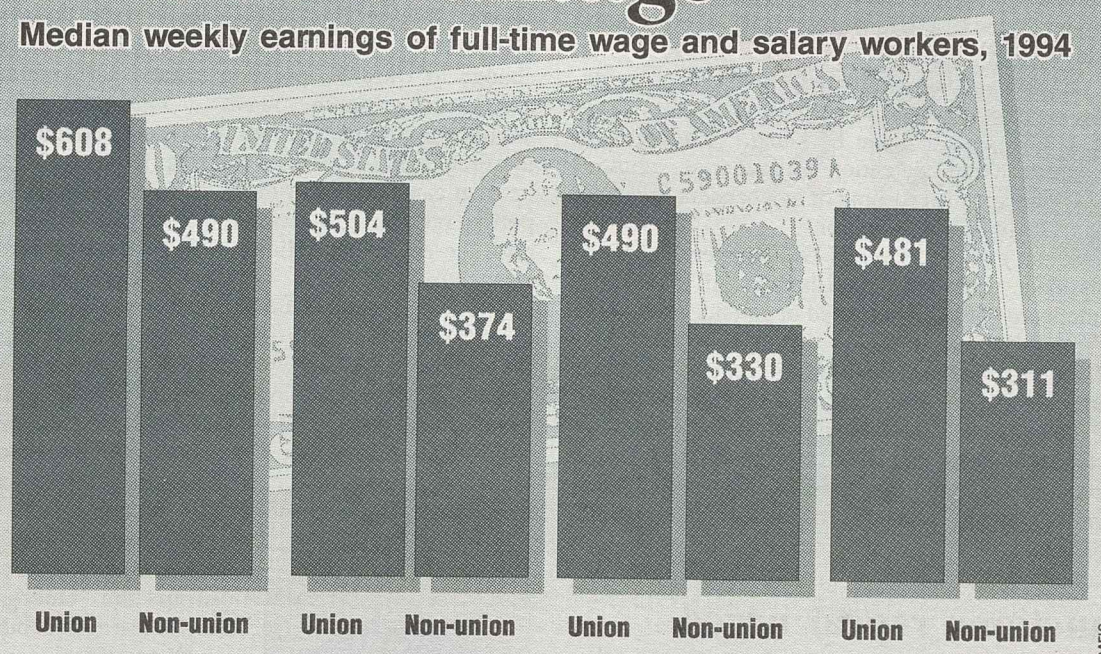
The BLS earnings data for 1993 covering workers age 16 and older showed that:

- Male union members averaged $118 more a week over their non-union counterparts, further increasing their advantage over the year.
- Union women earned $130 more than non-union females and were paid $14 more a week than non-union males.
- The union advantage for white workers was $145 a week; for blacks, $160; and for Hispanics, $170.

In major industry sectors, the weekly union advantage was $267 in construction; $124 in transportation and public utilities; $118 in wholesale and retail trade; $104 in government; and $57 in manufacturing.

Union advantage

Median weekly earnings of full-time wage and salary workers, 1994



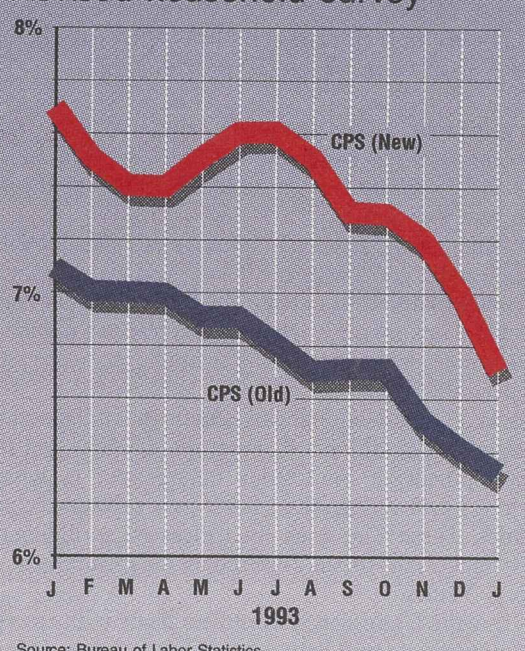
Source: Bureau of Labor Statistics

AFL-CIO NEWSGRAFIC

DATA

Changing jobless rate

Revised household survey



Source: Bureau of Labor Statistics

Under the new methodology of the Current Population Survey, the nation's unemployment rate declined from 7 percent in December to 6.7 percent in January. Under the old survey, it would have dipped from 6.4 percent in December to 6.3 percent in January.

Unemployment rate	
January	6.7 percent
December (recalculated rate)	7 percent
Jobless workers	8.7 million

Productivity 1993	
All non-farm sector	+1.6 percent
Real hourly comp	+0.8 percent
Manufacturing	+5.3 percent
Real hourly comp	-0.2 percent

Durable goods orders	
December	+0.6 percent

AFL-CIO NEWSGRAFIC

Jobs picture mixed in new survey

The nation's jobs situation was a mixed picture in January as the Labor Department's revised household survey put the unemployment rate at 6.7 percent with 8.7 million workers on the jobless rolls.

The new methodology introduced by the Bureau of Labor Statistics adjusts for undercounting in the 1990 census and a previous underreporting of the number of women in the work force.

Under the old methodology, the BLS counted 8.2 million workers as officially jobless in December with an unemployment rate of 6.4 percent. But if the revised system were used, the December jobless rate would have been 7 percent, BLS estimated.

On a seasonally adjusted basis, the BLS household survey showed total employment increased by 1.3 million in January to 122 million, even though the actual job count declined by 735,000 to 119.9 million. BLS said that nearly 1 million of the statistical gain was linked to the revised survey.

The BLS establishment survey, which is not affected by the new methodology, showed payrolls edging up a seasonally adjusted 62,000 to 111.1 million. The smaller than usual gain was attributed to the impact of bad weather and the California earthquake.

Manufacturers added 26,000 jobs in January, with the durable-goods sector posting its fourth straight monthly pickup. Construction employment was little changed, indicating that weather was a factor in most regions of the country. Health care services added 25,000 jobs and trucking added 10,000 jobs. The federal and postal work force declined by 20,000 as workers hired for the holiday season were released.

In the 34 months since the March 1991 recession low, the economy has added 2.8 million non-farm payroll jobs. By contrast, 34 months after the March 1975 recession, 8 million jobs were created; and 9.2 million jobs were added during a similar period after the 1982 recession trough.

In major private sectors, BLS data showed jobless rates in construction at 13.9 percent; service-producing industries, 6.7 percent; manufacturing, 6.1 percent; and mining, 5.1 percent.

Six major states posted jobless rates above the national average in January: California, 10.1 percent; Michigan and Florida, both at 7.5 percent; Massachusetts, 7.2 percent; New York, 7.1 percent; and New Jersey, 6.8 percent.

Only 4.1 million of the 8.7 million officially jobless were drawing unemployment benefits in January. That number included 737,388 long-term jobless collecting benefits under the federal emergency unemployment compensation program that expired Feb. 5.

AFL-CIO President Lane Kirkland, in a letter to Labor Secretary Robert B. Reich, urged prompt action to extend the UI program ''until Extended Benefits reforms can be implemented.''

''The existing Extended Benefits program is totally incapable of dealing with continuing large-scale, long-term unemployment,'' Kirkland said. ''If Congress fails to extend the EUC program (with retroactivity), 1 million long-term unemployed workers and their families will suffer serious injury.''

— John R. Oravec

AT&T 'undermines cooperative processes'

American Telephone and Telegraph is ''playing to Wall Street and looking for a quick cost-cutting fix instead of growing the business,'' the Communications Workers charged after AT&T announced it would cut another 15,000 jobs.

''AT&T wants to dump the people who not only built its enormous revenues last year, but who are the bedrock of future growth and success,'' said CWA Vice President James Irvine. The move ''undermines the joint union-management cooperative processes we have been trying to develop,'' he said.

AT&T is just one of dozens of companies announcing widespread job cuts this year. Mid-size and large corporations announced 108,946 layoffs in January, according to a Chicago-based employment consulting firm.

The January deluge of pink slips was the heaviest monthly output since 1989, said Challenger, Gray and Christmas Inc. Of the January notices, 44,314 came in the telecommunications industry, including GTE Corp., 17,000; Nynex, 16,800; and Pacific Bell, 10,000. Other large layoff notices came from Scott Paper Co., 8,300, and Boeing, 7,000.

''It's such a trend that it's become easier for companies to lay off workers now,'' said one of the firm's vice presidents. ''There are so many companies doing this, you get lost in the crowd.''

NEWSMAKERS

The White House has announced that it will nominate **Charles I. Cohen** as a member of the National Labor Relations Board. Cohen was a staff attorney for the NLRB from 1971-1979. By tradition, though not by law, a president names only three NLRB members from his party, so the party line-up on the board is always 3-2.

Cohen fills a so-called ''Republican'' vacancy and his selection is expected to break the gridlock imposed by Senate Republicans who, at the behest of management groups, have tied up confirmation of appointments **William Gould** and **Margaret Browning.**

The Senate approved the nomination of **J. Davitt McAteer** as the assistant secretary of labor for Mine Safety and Health and **Stuart E. Weisberg** to fill a vacancy on the three-member Occupational Safety and Health Review Commission.

McAteer formerly was executive director of the Occupational Safety and Health Law Center in West Virginia. Weisberg served as assistant chief counsel to National Labor Relations Board member **Dennis Devaney.**

Gwen Wells, research director of the Office and Professional Employees, has been elected to the board of directors of the National Committee on Pay Equity. The committee, a coalition of unions, civil rights groups and women's issues groups, is dedicated solely to eradicating gender-based pay inequities.

Bricklayers President **John T. Joyce** has been appointed to the executive committee of the board of directors of ULLICO Inc., the parent holding company for the Union Labor Life Insurance Co. Laborers President **Arthur A. Coia** also was elected to the board.

DEATHS

John Herling, publisher of the John Herling Labor Letter for more than 30 years, died from pneumonia in a nursing home in Wheaton, Md. He was 88.

Herling also wrote on labor matters for magazines and newspapers as well as published several books, including ''The Great Price Conspiracy: The Story of the Antitrust Violations in the Electrical Industry,'' and ''The Right to Challenge: People and Power in the Steelworkers Union.''

Herling, a native New Yorker, came to Washington in 1936 as a correspondent for the Milwaukee Leader and several other newspapers. He later was a reporter for Time magazine and publicity director for the March of Time newsreels.

A member of the Newspaper Guild, Herling had received honors from the Washington-Baltimore Guild, the Democratic Socialists of America, the Midwest Labor Press Association, the National Capital Labor History Society and the Sidney Hillman Foundation.

Herling's first wife, Mary Fox Herling, died 15 years ago. He is survived by his second wife, Alice Dodge Wolfson Herling; four stepchildren, David Fox Stolberg, Nicholas Wolfson, Sloane Wolfson and Thomas Wolfson; a brother, Albert; three sisters, Paula Jacobs, Nettie Ducas and Cecil Ostrove.

Samuel F. Kinsora, retired president of Food and Commercial Workers Local 1262 in New Jersey, died after a lengthy illness. He was 70.

In his 20 years as president of Local 1262, Kinsora transformed it into New Jersey's largest local union, representing more than 32,000 workers. The son of a union president, Kinsora began his career as an organizer and business agent for the Retail Clerks in 1948.

Kinsora also graduated from the Detroit College of Law.

Kinsora's first wife, Helen, died in 1982. He is survived by his wife, Kathy; children Michael and Peggy; stepchildren Thomas John Bella and Diane Bella Maginni; two brothers, Robert and John; and seven grandchildren.

Thelma Stovall, who rose out of the labor movement to become Kentucky's lieutenant governor, died in her sleep on Feb. 4. She was 74.

Affectionately known as ''Madame Labor'' during her 30-year career in public life, Stovall was secretary of the Tobacco Workers Local 185 in Louisville in 1949 when she decided to run for the state legislature.

After three terms in the legislature, Stovall helped to push labor's agenda for 24 years in the statehouse, as secretary of state, treasurer, and as lieutenant governor before losing an election for governor in 1979.

Residents Step-Up to jobs

Unions join program to train workers, fix up housing

By Colleen M. O'Neill

Eleven building and construction trades unions in Baltimore have reached agreement with the city's Housing Authority to train residents while renovating public housing facilities.

The Step-Up program is ''a prime example of a win-win situation,'' said Bill Kaczorowski, president of the Baltimore Building Trades Council. ''We're creating job opportunities for our union members and providing career opportunities for public housing residents.''

The program, created by the Department of Housing and Urban Development, is part of a larger plan using federal money to revitalize urban communities, preserve and rebuild public housing and create job opportunities for the housing residents.

Participants learn job skills in the building and construction trades while making housing more energy efficient and free of lead-based paint and other environmental hazards.

The unions agree to provide qualified journeymen to work with the residents, after which participants may be placed in apprenticeship programs.

A Step-Up program begun in Chicago 16 months ago has met with much success. When the Chicago Housing Authority advertised the program in the fall of 1992, more than 1,200 residents showed up for 300 job slots. The trainees already have completed repairs on 1,551 vacant apartments in six housing projects.

Workers in Chicago earn $13.52 an hour for painting, plastering, scraping, scrubbing, sweeping and plumbing the vacant units — and the self-esteem that comes with decent pay for a day's work.

Already, 50 of the original participants in the Chicago program have finished the program and been hired by the city's housing agency, working at other construction jobs or as clerks or drivers. Eighteen are in training for carpentry apprenticeship.

The Baltimore program is smaller, with 70 initial participants who began their training Feb. 7. Trainees will receive $6 an hour the first year, including a small payment for health insurance and an annuity.

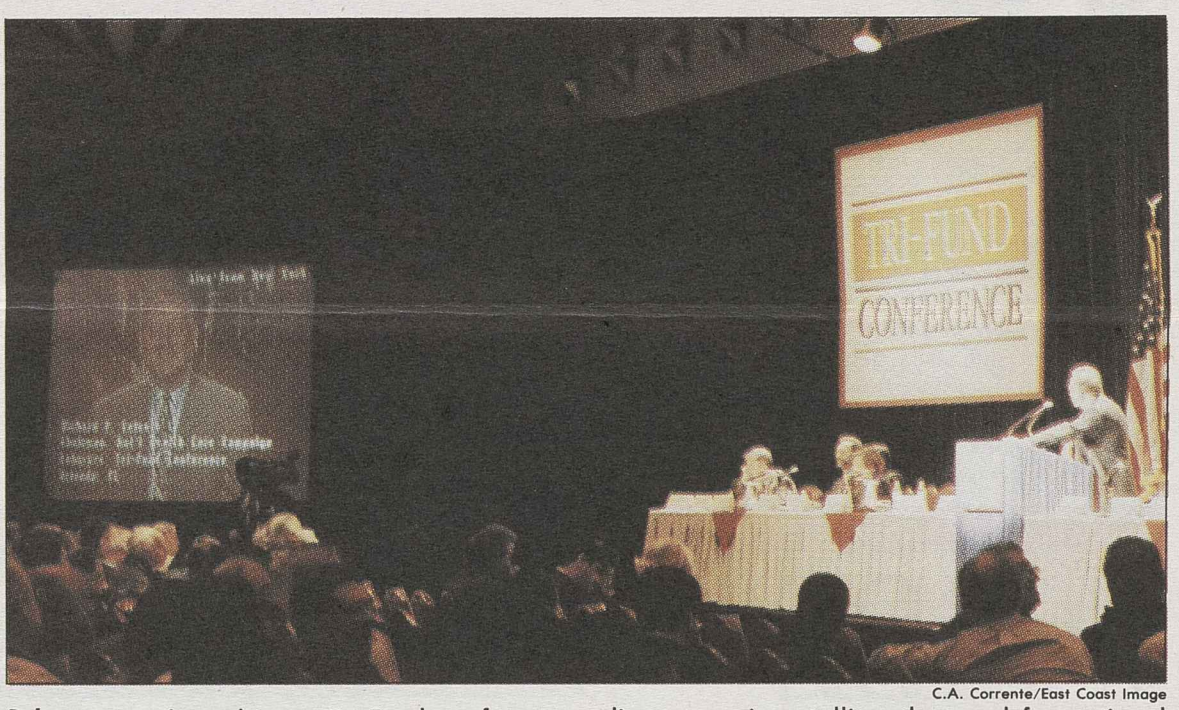
Journeymen working on the Baltimore project are to receive $15.25 an hour, a wage patterned after a local Electrical Workers' program. The IBEW is participating, along with the Bricklayers, Plumbers, Painters, Carpenters, Steamfitters, Tile, Marble and Terrazzo Workers, Sheet Metal Workers, Plasterers, Laborers and Operating Engineers.

The Chicago and Baltimore participants, mostly minority and female, do most of the work in taking the units from a gutted state to habitable apartment under the watchful eye of the journeymen.

The Chicago program has shown that a team of 10 to 20 trainees can completely renovate an apartment in less than one week.

Participants must pass several tests to gain acceptance into the program, including a drug test and demonstrated ability to read at a sixth-grade level, and they must be residents of public housing.

In addition to Chicago and Baltimore, programs are in development in Phoenix and Huntington, W.Va.



C.A. Corrente/East Coast Image

Delegates to the Laborers Tri-Fund conference listen as former Ohio Gov. Richard F. Celeste discusses, via satellite, the need for national and comprehensive health care reform.

Building trades unions focus agenda

By James B. Parks

Fostering better labor-management cooperation and passing national health care reform and other legislation that helps working people is at the top of building trades unions' agenda, according to leaders at a Laborers conference.

''No year will be more critical to the future of labor-management relationships and partnerships than this year,'' said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, at the Laborers Tri-Fund conference in Orlando, Fla.

''The legislative agenda alone . . . is staggering,'' he told about 650 delegates. ''Hardly a facet of social, health and economic policy will be left untouched.''

LIUNA President Arthur A. Coia called for unions and employers to work together to educate workers to fill more technically demanding jobs and compete against non-union and foreign companies.

''If we don't get involved in training and education . . . then we'll just fall into a structural unemployment situation,'' he said. ''That will further decrease union membership, decrease gross national product and decrease the economy.''

Teamsters President Ron Carey agreed that global competition required unions to cooperate. ''We are working in the right direction, building alliances, building coalitions so that we can face up to these global conglomerates and take them on.''

Douglas Ross, assistant secretary of labor for employment and training, echoed Coia's warning about structural unemployment and the need for training, while also praising LIUNA's training programs.

''The day of a lifetime job is gone,'' he said, ''It doesn't matter how well-intentioned the company, the union or the government. No one can say, 'come work for me and you're set for life.' ''

Organized labor will play a major role in guaranteeing that national health care reform becomes reality, speakers told the conference.

Former Ohio Gov. Richard F. Celeste, who chairs the National Health Care Campaign, and Indiana Gov. Evan Bayh (D) told the conferees that local workers must lobby their members of Congress to make sure that health care reform includes universal access, employer mandates and comprehensive benefits.

Health care reform is important for everyone, even union members with good insurance plans, Celeste said, because it is the only way ''to make sure we are not a pink slip away from being without health care.''

Reform would reduce health care costs and release monies that unions could bargain to gain wage increases, Bayh said. High health care costs are stifling job creation and raising taxes as states struggle to cope with skyrocketing Medicaid bills, he added.

Unions test NAFTA worker rights provisions

Honeywell, GE workers fired for pushing union

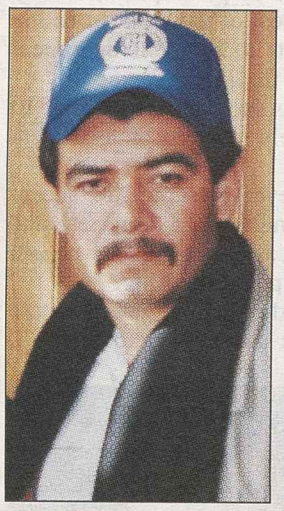
By John R. Oravec

Two U.S. corporations have been charged with violating worker rights under provisions of the North American Free Trade Agreement for firing workers in Mexico involved in union organizing efforts.

The charges were filed against General Electric Co. and Honeywell Inc. by the Teamsters and the unaffiliated United Electrical Workers.

Under complaints registered with the Labor Department's National Administrative Office, which was established by the labor side accord on NAFTA, the unions accuse GE of illegally discharging more than 100 workers over the past year and Honeywell of firing 20 workers.

The unions want NAO to take action requiring Honeywell and General Electric to reinstate the discharged workers and allow them to choose union representation without intimidation from management.



Fernando Castro

Vigorous protests were launched immediately after the firings by both unions, as well as by the Coalition for Justice in the Maquiladoras — an alliance of AFL-CIO affiliates and environmental and consumer groups.

The firings for union organizing activities began within days after Congress approved the trade deal last November, two of the discharged workers said at a press briefing in Washington. They were involved in forming a union under the Authentic Labor Front (FAT), which is independent of Mexico's governing political party.

Ofelia Medrano Sanchez, a line operator at Honeywell's plant in Chihuahua, described how she and her fellow workers were confronted by over-burdening production demands and exposed to toxic substances for wages ranging well below $1 an hour.

In hopes of correcting the injustices, Medrano said workers sought the union representation with a FAT affiliate. Soon after the organizing effort began, she was interrogated by company management and offered money if she would reveal the names of other union activists. She refused and was ultimately fired.

Fernando Castro Hernandez was fired from the GE motor plant in Juarez. As a technician responsible for the management of chemicals, Castro was one of the highest paid employees at $12 a day. The average pay at the plant is $5 a day, he noted.

Castro said the company initially attributed the firing to economic layoffs after it planted a spy among the group of workers promoting the union organizing effort. Castro was ultimately fired for leaving his work station to distribute union leaflets. The company claimed he was distributing illegal drugs.

Medrano and Castro are being joined by Benedicto Martinez, a national coordinator of FAT, in a series of rallies in U.S. cities, including Indianapolis, New York, Boston, Pittsburgh, Cleveland and Springfield, Ohio. They also plan visits in Connecticut and Minnesota.

Nintendo workers first official NAFTA casualties

Laid off just 10 days after the trade pact became effective, 136 workers are awarded dislocation assistance.

Workers producing computer games are the first group to be declared eligible to receive dislocation assistance under the North American Free Trade Agreement.

The Department of Labor ruled Feb. 4 that 136 Nintendo workers in Washington state laid off Jan. 11 were eligible for federal job-search and retraining service and extended unemployment benefits under the NAFTA Transitional Adjustment Assistance (NTAA) program.

The Nintendo layoffs came just 10 days after NAFTA became operational. Although the computer game company had denied there was any connection with the trade agreement, the layoffs coincided with Nintendo's announced opening of assembly operations in Mexico.

Although the workers were not unionized, the Washington state AFL-CIO assisted them with their application.

Sixteen petitions for assistance under the program had been filed as of early February, including those from workers at American Marketing Ind./ Swingster Co., Emerson Electric, Simmons Upholstered Furniture Inc., Allied Signal Aerospace, Uniroyal Goodrich Tire Co., Procter & Gamble Mfg. Co. and Parkway Fabricators.

The AFL-CIO is encouraging workers displaced by NAFTA to seek assistance under the program, but has warned that NTAA is deeply flawed. The Joint Economic Committee of Congress said the program was underfunded by 90 percent.

The committee estimated that 500,000 workers would be displaced by NAFTA in the next decade — 50,000 per year — but that current funding would mean the program likely would serve considerably fewer than 10,000 workers a year.

AFL-CIO economist Sheldon Friedman noted the program is too restrictive in training requirements and provides a level and duration of benefits "woefully inadequate" for workers who even qualify for the aid.

The assistance program is available to workers who lose their jobs when their employer moves operations to Mexico or Canada between Dec. 8, 1993, and Sept. 30, 1994.

Any group of three or more affected workers, or their union representative, may petition for assistance. One-page petition forms are available in all state unemployment insurance offices and should be submitted to the state NTAA representative.

Eligibility is determined on a three-part question about the cause of job losses: whether the displaced worker's company has shifted production to Mexico or Canada; whether it is importing products from either country; if it is losing sales to customers who are importing products from either country.

— Colleen M. O'Neill

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Unions aim for health care, new workplace



SEIU photo

Workers rally in Detroit for a comprehensive health care reform package — one of several rallies held Feb. 17 by the Service Employees at insurance company offices across the country.

'Clear signal' on health care

By Michael Byrne and Colleen M. O'Neill

A parade of administration officials and congressional leaders came before the AFL-CIO Executive Council to seek union support for health care reform with assurances that labor's principles would not be compromised.

The council renewed its commitment to passing President Clinton's Health Security Act, outlining a massive grass-roots effort to convince Congress that health care legislation must be comprehensive and universal, with benefits comparable to union plans and containing effective cost controls.

Health care was the dominant issue at the winter meeting of the council, which AFL-CIO President Lane Kirkland described as ''determined,'' with a ''high degree of solidarity and optimism.''

''We are engaged in what I think is the most critical issue since the New Deal and the Social Security Act of that era — the fight for health care reform,'' Kirkland told a news conference. ''We intend to campaign as hard as we can for as long as it takes.''

That determination was welcome news to the administration. Vice President Gore, addressing the issue at another news conference, said of labor, ''We're depending on them. They're depending on us. We're in this together.''

The administration will not back off its commitments to good health care benefits for every American, said George Stephanopoulos, a senior adviser to the president.

''We're sending a clear, absolute signal,'' Stephanopoulos said, referring to Clinton's threat to veto any package without universal coverage. ''We're taking that message on the road. The president said as much

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Worker know-how can redesign jobs, report concludes

By Rex Hardesty
Bal Harbour, Fla

The unions of the AFL-CIO envision a workplace of the future that ends forever the current work organization requiring workers ''to check their brains at the door.''

The good news is that such workplaces exist today, with employees making decisions on their employer's overall strategy, including new product design and marketing technique. The bad news is that employers have been willing to cede such authority to workers in 5 percent or less of U.S. workplaces.

The AFL-CIO study, ''The New American Workplace: A Labor Perspective,'' was unanimously adopted by the AFL-CIO Executive Council Feb. 22. It is the third report from the council's committee on the evolution of work, following a 1983 look at the future of work and a landmark 1985 study on ''The Changing Situation of Workers and Their Unions.''

''The time has come,'' the report concludes, ''for labor and management to surmount past enmities and to forge the kind of partnerships which can generate more productive, humane and democratic systems of work organization.'' But the report also makes clear that there are a lot of obstacles to forming those new partnerships.

The study highlights the labor-management partnerships that increasingly have been forged over the past decade, which ''alter in the most basic ways the manner in which work is organized, businesses are managed and labor and management treat each other.''

Future partnerships must overcome what was crudely stated by Frederick Taylor, the father of the industrial method, who is quoted: ''All possible brain work should be removed from the shop and centered in the planning and laying-out department.''

The alternatives outlined in the report are ''work organizations which at one and the same time are more democratic and more productive'' and can ''make an important contribution to an overall national program for economic renewal.''

AFL-CIO Secretary-Treasurer Thomas R. Donahue, chair of the Evolution of Work Committee, told reporters at the unveiling of the study that administration initiatives — including creation of the Committee on the Future of Worker-Management Relations — can add impetus to achieving the goal of a more democratic and productive workplace.

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AFL-CIO mobilizes for tough OSHA reform battle

By Colleen M. O'Neill

Meeting with allies in the White House and on Capitol Hill, the AFL-CIO renewed its commitment to reforming the Occupational Safety and Health Act and outlined plans for the sixth annual April 28 Workers Memorial Day that highlights the need for reform.

''We realize that passage of this legislation won't be easy,'' AFL-CIO President Lane Kirkland told a news conference during the Executive Council meeting in Bal Harbour. ''The National Association of Manufacturers and the small business lobby are intransigent in their opposition, just as they have been on all other important initiatives to benefit the lives of working Americans.

''Their campaign against the legislation is based upon distortions and misinformation.''

Vice President Gore, Labor Secretary Robert B. Reich and President Clinton's senior adviser George Stephanopoulos reiterated to the council the administration's strong support for the legislation.

Congressional testimony for the legislation by Reich and by Joseph Dear, who heads the Occupational Safety and Health Administration, drew praise from several council members.

''We appreciate the marvelous testimony you gave on the issue,'' Reich was told by retiring Steelworkers President Lynn Williams, who has headed the federation's Occupational Safety and Health Committee. ''It was a crucial event in us moving forward with this.''

The bills, S. 575 and H.R. 1280, also received the strong endorsement of Senate Majority Leader George Mitchell (D-Maine), House Speaker Rep. Thomas S. Foley (D-Wash.) and Majority Leader Rep. Richard A. Gephardt (D-Mo.). Also speaking to the council were the bill's chief sponsors and committee chairmen, Sen. Edward M. Kennedy (D-Mass.) and Rep. William D. Ford (D-Mich.).

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COURTS

Asbestos settlement backed

Organized labor backs the proposed $1 billion settlement in a national asbestos class-action lawsuit because it is better than what could be achieved through the existing tort system and because it provides peace of mind to potential victims.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department and the lead plaintiff in Georgine vs. Amchem Products, told a federal court that the settlement is fair.

The federation negotiated several changes in the settlement, Georgine noted, including a formal role in its implementation. ''The most important thing is that we now have the ability to suggest changes if it is not working right because we as a labor organization have full participation in the process,'' he said.

Labor will be involved in the monitoring system and in the selection of panels to administer the agreement.

If approved, the settlement would allow workers who became ill after being exposed to asbestos in the workplace to bypass the courts and receive compensation. It applies to asbestos supplied or manufactured by 20 companies.

Address access denied

The U.S. Supreme Court unanimously ruled that privacy laws prohibit agencies from turning over to unions the home addresses of workers.

The case, Department of Defense vs. Federal Labor Relations Authority, arose when several Defense-related agencies refused to give the Government Employees and the Food and Commercial Workers home addresses of bargaining unit workers.

This decision ''means that the law requires us to represent workers in our bargaining unit but doesn't allow us the means to reach them,'' said AFGE spokeswoman Diane Witiak. Unions representing federal workers will be hard-pressed to communicate with non-union workers who are included in their bargaining units, she added.

The union will continue discussing access issues with the National Partnership Council, created as part of Vice President Gore's ''reinventing government'' program, to find an alternative way of reaching bargaining unit members, Witiak said.

UMWA wins $6.5 million

About 50 North Dakota Mine Workers won a bittersweet victory when a jury awarded them $6.5 million from a coal operator that broke its union contract.

The jury found Basin Electric Power Cooperative guilty of three violations of the contract, including failing to honor the successor clause.

Under the agreement, the jury said, miners at the Glenharold mines in Stanton, N.D., should have been transferred to coal leases now mined by North American Coal, which purchased the leases from Basin in 1990.

The verdict is a ''clear victory not only for UMWA miners but for working people throughout the West,'' said UMWA President Richard L. Trumka. ''Our hope is that this ruling will remind employers that there is a high price to pay for law-breaking and denying working people their legal rights.''

NATCA protests rehiring bias

By Candice Johnson

The Air Traffic Controllers are protesting the severe restrictions placed on the rehiring of former controllers by the Federal Aviation Administration.

NATCA executive vice president Joseph M. Bellino said President Clinton's action to lift the ban on hiring former controllers was ''a bold and honorable step'' that was being thwarted by the FAA. ''The FAA has arbitrarily decided to deny the fired PATCO controllers any chance of being rehired,'' he said.

The union pointed out the system has remained understaffed since the 1981 firing by President Reagan of 11,600 members of the Professional Air Traffic Controllers Organization. Today's system is about 1,500 controllers short of the 1981 level, while air traffic has increased by nearly 30 percent, NATCA said.

Yet the FAA has chosen to ignore the opportunity to fully and safely staff the air control system, the union noted.

Among the FAA's restrictions:

- No PATCO controllers can be hired before 1995, meaning the first rehire will occur more than two years after the president lifted the ban.
- A limit of 50 controllers may be rehired over a two-year period.
- A reduction in pay of as much as $35,000 is required for controllers now certified as working for other government agencies.
- Only controllers with more than five years' seniority will be considered for rehire.

In other industry developments:

- Responding to pressure from the Machinists, Northwest Airlines CEO John Dasburg told the carrier he will return his $750,000 bonus in an effort to maintain the trust of workers who accepted wage and benefit concessions to keep the airline flying.

President Tom Pedersen of IAM Air Transport District 143 applauded Dasburg's decision and called on the other executives who received bonuses as a result of the concession agreement to return them.

- Talks between the Flight Attendants and United Airlines on the AFA's participation in the $5 billion employee buyout have stalled over two issues: foreign bases and the airline's ''discriminatory flight attendant weight program,'' the union said.

The AFA is challenging the strict weight requirements and period weigh-ins in district court and has joined a discrimination charge filed by attendants at the Chicago office of the Equal Employment Opportunity Commission.

Yearlong walkout ends in Dobbs pact

After a year on the picket line, Teamsters at Dobbs International Services Inc. won a new three-year contract that provides wage increases and job security.

The 90 workers, mostly older, African-American women, prepare meals for Northwest Airlines and other carriers at Memphis International Airport. A year ago, they voted to strike after the company tried to change work rules and force the older workers from their kitchen jobs.

The new agreement, ratified by members of IBT Local 667, provides hourly wage increases between 90 cents and $1.05 over the contract term, along with full credit for seniority and benefits. The company also will offer relocation assistance or voluntary severance incentives.

The IBT members were supported by the Memphis community, with national, state and local elected officials joining members of the clergy and other civic leaders in calling for economic justice at Dobbs.

UTU pickets over unsafe rail work rule

Members of the United Transportation Union set up picket lines at Union Pacific Railroad terminals in several states, protesting a carrier policy that could result in an engineer only being aboard a train while conductors, brakemen and yardmen traveled to the next point in company vehicles.

The UTU stressed that engineer-only operations on the trains are not permitted and added that no UTU contract or agreed-upon practice allowed that condition.

Union Pacific now requires the rail workers to drive vehicles to the next service point rather than ride the train.

In other industry news:

- President Clinton has named a second presidential emergency board to help resolve the dispute between the UTU and the Long Island Railroad. An earlier board, established in October 1993, was unable to issue recommendations agreeable to both parties.

UTU rejected the wage increases and establishment of a health benefits trust fund proffered by the first board. The union represents 2,300 rail workers on the LIRR.

- The Maintenance of Way Employees again called on the Federal Railroad Administration to adopt emergency regulations that will protect maintenance work crews from the dangers of moving trains.

BMWE President Mac A. Fleming said the union was seeking a requirement that a flagman or watchman be present when BMWE members are working on or near the track. An alternative would be to give maintenance workers the authority to stop train movement within a half mile of a work site.

Last month, a BMWE member was killed near Castle Rock, Colo., marking the fourth maintenance worker in less than a year to be killed in a moving train accident.

Fleming renewed the union's call in a letter to the FRA, stressing the need for action. ''If the moving train safety protections we have repeatedly requested had been in place, this tragedy would have been avoided,'' he said.

- A UTU campaign to update Michigan's railroad safety law resulted in the enactment of major reforms, particularly in some sections that were first adopted more than a century ago.

The new law improves grade crossings, tightens railroad track, bridge and tunnel standards, calls for regular track inspections and increases penalties for failure to correct unsafe conditions. Michigan ranked sixth highest in the number of rail accident fatalities in 1992.

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LEGISLATION

Senate keeps its head, kills balanced budget bill

By Mike Hall

Refusing to perform what Sen. Robert Byrd (D-W.Va.) termed "a lobotomy on the constitution," the Senate defeated a proposed constitutional amendment requiring a balanced federal budget.

The House will take up the measure in mid-March, but it is unlikely that Senate would reconsider its action no matter how the House votes.

The proposed balanced budget amendment was a major issue discussed by the AFL-CIO Executive Council during its February meeting. Labor's opposition was welcomed by White House officials and congressional leaders appearing before the council.

House Majority Leader Richard A. Gephardt (D-Mo.) bemoaned the fact that he has had to cast 12 votes against the proposal. "I still think it's a dumb idea," he said.

AFSCME President Gerald W. McEntee, who has chaired the ad hoc Committee on the Balanced Budget throughout the protracted fight, quizzed Senate Majority Leader George Mitchell (D-Maine) for the names of key senators on the fence, then enlisted other council members to personally lobby against the amendment.

"The AFL-CIO vehemently opposes S.J. Res. 41," Legislative Director Robert M. McGlotten explained in a letter to senators shortly before the vote, calling the proposal "pernicious symbolism."

"This amendment could cause great damage to the economy and to the important services that the government provides to American workers and their families," he said.

The Senate's action marked the third time since 1986 that Congress has defeated a balanced budget amendment. The issue is a favorite of conservative and Republican lawmakers, but this resolution was introduced and championed by Sen. Paul Simon (D-Ill.) with some Democratic support.

A proposed constitutional amendment requires a two-thirds majority in each house to pass. The resolution fell four votes short, 63-37. Thirty-four Democrats and three Republicans voted against the measure, while 22 Democrats joined 41 Republicans to vote in favor of the amendment.

"Amending the constitution must never become a political solution for someone's re-election difficulties. Let us not crucify this constitution on the cross of political expediency," argued Byrd, who led the Senate fight against the proposal.

Mitchell called the amendment a "bold example of political posturing." Forty senators who supported the amendment voted against President Clinton's $500 billion deficit-reduction package last year, Mitchell pointed out.

Simon's amendment would have prohibited budget deficits starting in 2001, unless three-fifths of each house voted otherwise. Opponents said requiring a three-fifths majority would put a minority in control of the government's $1.5 trillion budget, seriously undermining Congress' fiscal powers.

"Writing this kind of straitjacket into the nation's founding charter could jeopardize our economy . . . and undermine the principle of majority rule at the core of our democracy," Sen. Edward M. Kennedy (D-Mass.) said.

President Clinton called the amendment a "recipe for total paralysis." A White House report showed that massive cuts in Social Security, defense spending, veteran's and health programs, coupled with huge new taxes, would be required to bring the budget into balance by 2001.

A study prepared for AFSCME by the Wharton Econometrics Forecasting Associates predicted such an amendment would lead to large-scale job loss, a drop in overall personal income for most Americans and a huge jump in the level of local and state budget deficits.

Opponents also pointed out that Congress already took a major step in addressing the deficit by approving a nearly $500 billion deficit-reduction package last summer. Recent Congressional Budget Office forecasts predict the fiscal 1994 budget deficit will be $68 billion less than expected and the deficit will continue to fall much more quickly than previously thought.



Marianne Keffer Zweig/Page One Photography

CWA's William Boarman testifies, along with George Lord of the GPO Joint Council of Unions.

CWA: Don't muddle U.S. printing

Cost efficiency could be sacrificed, union warns

By Sharolyn A. Rosier

Proposals to eliminate, scale back or shift operation of the Government Printing Office to the executive branch are "seriously flawed," a union official told a Senate committee.

William Boarman, president of the Communications Workers Printing, Publishing and Media Workers Sector, specifically disagreed with a proposal by Vice President Gore's National Performance Review to decentralize the government printing process.

Boarman, in testimony before the Senate Committee on Rules and Administration, noted that Gore's Reinventing Government Report, at $15, cost the American taxpayer more because the vice president's staff made its own production decisions.

"Had normal GPO procedures been used and the counsel and recommendations of GPO's professional printers been accepted, the report would have been available to consumers for only about $5 per copy," he said.

The GPO, directed by a congressional Joint Committee on Printing, has been the focal point of government information distribution in the United States for more than a century. "Its mission is direct and pure — providing the people with information by and about their government, at a reasonable cost," Boarman said.

"The critics of GPO would have the American people believe that the GPO is a technological dinosaur with a monopolistic and overpriced lock on whatever printed words flow from government to the people," he said. "The truth, of course, is that some 3,000 private printers all across the country participate in the GPO program, bidding on the overwhelming majority of the 1,300 jobs that come through GPO daily."

Some 75 percent of GPO's work is performed by private vendors, he noted.

The NPR report also calls for relocation of the production of federal documents from GPO to various executive branch agencies. But the deputy librarian of Congress has warned that without a centralized collection point for information "the library's current cataloging operations could not perform this additional work without adding staff," Boarman pointed out.

Boarman also urged the committee to retain the Joint Committee on Printing and perhaps to expand it to a Joint Committee on Printing and Information Management, as the House has recommended.

With no Joint Committee on Printing, Boarman said there would be "a frightening vision of babble in type sizes, publication sizes and whatnot — picture your office shelves and files after everybody's run amok doing their own thing."

CAPITOL DIGEST

The Senate Environment and Public Works Committee defeated an attempt to tack on an amendment to clean water legislation that would eliminate Davis-Bacon wage protections from the jobs created by the bill.

The amendment, offered by Sen. Robert Smith (R-N.H.), was defeated by an 11-6 vote. The committee then approved an amendment offered by Sen. Harris Wofford (D-Pa.) that reaffirmed the application of the prevailing wage law to federally funded jobs under the bill.

The AFL-CIO supports the bill, S. 1114, as reported out of committee. It would reauthorize the Clean Water Act; permit funding for continued and expanded cleanup of polluted streams, rivers, lakes and other waterways; and provide tens of thousands of jobs.

Conservative Republicans are expected to offer disabling amendments, opposed by the AFL-CIO, when the bill reaches the floor. One would require exhaustive and detailed cost-benefit and risk analyses for each project. Such a requirement would throw a monkey wrench into any strong environmental regulations, opponents said.

Elsewhere on Capitol Hill:

WORKPLACE MONITORING — A bill that would curb the secret electronic monitoring — to which some 20 million American workers are subjected daily — was reported by a House Education and Labor subcommittee Feb. 23. The full committee is expected to act later this year.

The Privacy for Consumers and Workers Act, H.R. 1900 and S. 984, would ban secret monitoring and require that workers be given notice of the frequency and type of the monitoring.

Electronic monitoring has even been used to keep track of the frequency and amount of time workers spend in the bathroom. Companies have secretly listened in to phone calls between the public and workers, counted the number of keystrokes per minute on computers and even had male security guards watch while female nurses change clothes.

HIGH-TECH SKILLS — The Senate Labor and Human Resources Committee reported a bill, backed by the AFL-CIO, that would encourage worker involvement in developing new workplace technologies and high-tech job skills.

The bill, introduced by Wofford, would allow the Department of Labor to provide grants to unions, educational institutions and other organizations to develop a wide range of programs and practices designed to improve the technological skills of the work force and enhance workplace methods.

BARGAINING

AFGE, Mint good as gold

Government Employees are crediting the administration's national partnership process with helping to resolve several disputes with the U.S. Mint in San Francisco — some dating back two years.

The agreement encompasses changes in management practices, information sharing, and the use of alternative dispute resolution processes for equal employment complaints. The negotiations also resolved six pending equal employment opportunity cases and another 29 informal complaints.

''Each case costs $30,000 when we have to move through administrative and legal channels. Today's agreement means we've saved taxpayers some $210,000,'' said Milton McFarland, president of the Mint National Council AFGE. ''We look forward to further progress in the partnership process,'' he added.

The negotiations were initiated after a request by Rep. Tom Lantos (D-Calif.) for direct labor-management discussions.

McFarland and Philip N. Diehl, executive duputy director of the Mint, cited the efforts of Rep. Lantos, whose district includes employees of the Mint, and AFGE President John N. Sturdivant for their efforts in encouraging direct negotiation.

USWA ends Wheeling strike

The Steelworkers ended a two-day strike and returned to work March 3 at Wheeling-Pittsburgh Steel Corp. after reaching a tentative contract agreement.

The new accord covers some 4,700 workers at five plants in Pennsylvania, Ohio and West Virginia.

The contract calls for a total wage increase of $1 an hour, bonuses totalling $2,250 and a possible $500 bonus based on the company's 1995 income, three new holidays and improved dental benefits, the union said.

USWA wanted major pension changes but the company said it was hamstrung by an agreement it signed with the federal Pension Benefit Guaranty Corp. while it was operating under bankruptcy protection. That agreement expires in 1996.

Talks will begin on retirement benefits Jan. 15, 1996, about nine months before the contract expires.

Monfort will bargain

Monfort Inc. announced it will end a long struggle and negotiate with Food and Commercial Workers Local 7, which represents some 1,700 employees at its Greeley, Colo., plant.

The last time the company negotiated with the union was in 1980, when the plant closed after a strike. It reopened non-union in 1982. The UFCW won a re-run representation election in April 1993 and was certified by the National Labor Relations Board. The re-run came 10 years after the election UFCW lost.

A federal appeals court ordered the second vote after the NLRB determined the company engaged in objectionable labor practices after it reopened in 1982.

OCAW wins raises

Members of Oil, Chemical and Atomic Workers Local 143 ratified a new two-year agreement with American Cyanamid Co.'s Lederle Laboratories for a 2.5 percent wage increase across the board in each year.

The contract, which covers more than 1,400 employees, expires Jan. 15, 1996. Fringe benefits and pension plan were unchanged. Health plan premiums were increased slightly with co-payments and deductibles remaining the same.

SUNY assistants ratify

A union of graduate and teaching assistants at the State University of New York overwhelmingly ratified its first contract Feb. 15, approving an 8 percent salary increase over two years and a health insurance plan similar to one for other state workers.

The Graduate Student Employees Union, Local 1188 of the Communications Workers, approved the pact by a 453-2 margin. Faculty and staff at the university are represented by the AFT.

The contract, which expires July 1, 1995, is the first since the union was certified in 1992, after an organizing drive that lasted for more than 10 years.



Steve Yarmola/AFL-CIO News

Key House committee chairmen, Rep. William D. Ford (left) and Rep. John D. Dingell, discuss high priority health care reform legislation with members of the AFL-CIO Executive Council.

'No stops' on health care drive

Continued from Page 1

to auto workers in Shreveport (La.) and to seniors in New Jersey.''

''We're pulling out all the stops on health care,'' Gore said. ''If there's any stops left, we want to know about it.''

Labor, too, is increasing its visibility at the grass roots with mailings, phone calls, continued field briefings and district meetings with members of Congress, the council was told by Health Care Committee Chairman John J. Sweeney, president of the Service Employees.

He praised the outpouring of efforts of many affiliates, including the building trades unions' garnering of support from small employers, the Communications Workers' trained activists corps and the Food and Commercial Workers' leafletting campaign at Wal-Mart and Kmart.

AFSCME is using its computerized phone banks to follow up on two AFL-CIO mailings that have been sent into congressional districts across the country, Sweeney noted. A third mailing is planned for this month, with a fourth likely before significant congressional action.

But unionists must increase their efforts in the weeks immediately ahead to counter the attack ''from those who, once again, are out to deny us genuine, comprehensive reform,'' Sweeney said.

The council made sure $3 million will be available for external campaign costs, about the same amount budgeted for the campaign against NAFTA last year.

Labor's allies include business, consumer, physician and other organizations of the Health Care Reform Project, as well as the National Leadership Coalition for Health Care Reform, the Retiree Health Care Coalition and the Campaign for Health Security.

Sweeney praised the Clinton legislative proposal as ''one which incorporates many of the elements of social insurance, including the establishment of health coverage as a right, not an employment-based benefit.'' But he warned that labor must work hard to keep the legislation intact against the broadside from the opponents of reform.

More than 100 meetings on health care were held with members of Congress in 1993 by established or newly created Legislative Action Committees. Since the first of the year, another 35 meetings have been held with members of key congressional committees considering reform legislation.



Raymond Crowell/Page One Photography

President Clinton's senior adviser George Stephanopoulos promises to work with unions.

Mindful of the pivotal role that various House and Senate committee chairmen will play in the health care fight, the AFL-CIO invited five key members of Congress to the council meeting, three of whom appeared.

Rep. William D. Ford (D-Mich.), chairman of the House Education and Labor Committee, and Rep. John D. Dingell (D-Mich.), chairman of the House Energy and Commerce Committee, expressed optimism that an acceptable plan would move in the House. Sen. Edward J. Kennedy (D-Mass.) was hopeful for his committee, Labor and Human Resources, but warned of problems on the Senate floor.

The Clinton plan will be considered by Dingell's full committee sometime after Easter, according to a statement issued March 2, bypassing the panel's health subcommittee. The House Ways and Means health subcommittee chaired by Rep. Pete Stark (D-Calif.) is slated to be the first to consider the legislation.

UFCW targets health care free-riders

Bal Harbour, Fla.

The Food and Commercial Workers have launched a nationwide campaign to call attention to the lack of health care coverage for workers in the retail industry.

Union members leafletted at 60 Wal-Mart and Kmart stores nationwide on Feb. 22 to urge support for the Clinton administration's Health Security Act.

Information distributed to workers at those chains pointed out that if the Clinton plan were to become law, they would receive employer-paid insurance coverage at a fair cost with excellent benefits.

''These non-union operators are shifting more than a billion dollars a year in insurance costs to other businesses,'' UFCW President Douglas H. Dority told the AFL-CIO Executive Council in outlining the campaign. ''In the retail industry, 75 percent of the people pay more out of pocket than other workers.''

The union has estimated that Wal-Mart and Kmart provide insurance to less than half of their combined 840,000 employees in nearly 4,000 stores.

Because of the great percentage of uncovered workers, the UFCW calculates that Kmart shifts about $530 million in health costs per year to other employers, while Wal-Mart shifts another $480 million.

The UFCW also pointed out that both chains are spending money fighting the Clinton plan that might be put to better use taking care of their own employees.

''Lobbyists from Kmart are trying to stop the requirement that employers pay for worker benefits,'' one of the union brochures says. ''Kmart just doesn't want to pay its fair share to cover all its employees —a benefit many other big employers already provide.''

The UFCW brochures also listed a toll-free number where workers can call for additional information and express their support for the Clinton plan.

Labor vows fight for worker rights in trade accords

By Michael Byrne
Bal Harbour, Fla.

Organized labor sent a clear message that it will continue fighting for the inclusion of worker rights provisions in trade agreements, including the General Agreement on Tariffs and Trade.

Although negotiators ignored the call by international labor for a social clause in completing the Uruguay Round of GATT, the AFL-CIO Executive Council pledged to renew the fight through implementing legislation in the U.S. Congress and by urging the Clinton administration to pursue the goal during ministerial meetings April 12-15 in Marrakech, Morocco.

''It is long past time to ensure, through the inclusion of a social clause in GATT, that the connection between worker rights and trade is made a permanent and fundamental part of the GATT agreements,'' the council said.

Over the past decade, the AFL-CIO has been successful in convincing Congress to condition eligibility for certain trade, aid and investment benefits on whether or not foreign governments meet worker rights standards. These include the Generalized System of Preferences, the Caribbean Basin Initiative and the Overseas Private Investment Corp.

In addition, the 1988 Trade Act included amendments to Section 301 declaring that the suppression of worker rights is an unfair trading practice.

''The failure of multinational trading partners to include mechanisms for enforcing such standards has left the American trade union movement with little choice but to press our own government to act unilaterally,'' the council said.

Support came immediately from a key legislator, House Majority Leader Richard A. Gephardt (D-Mo.), who announced here that he would introduce ''Blue-Green 301'' legislation to impose goals and timetables on U.S. trading partners to ensure they meet labor and environmental standards.

Gephardt said the bill would apply to all trade agreements, including the North American Free Trade Agreement, which includes labor and environmental side agreements that labor has argued are largely unenforceable.

The council said any legislation to implement GATT should not only protect and strengthen U.S. trade laws, but also should end the practice of fast-track authority for bilateral trade agreements, such as was in place for NAFTA.

The council noted that the International Labor Organization has forged a consensus on worker rights and labor standards, including freedom of association, the right to organize and bargain collectively, prohibitions on forced labor and discrimination in employment, a minimum age for employment, and acceptable conditions of work with respect to minimum wages, hours of work and occupational safety and health.

In NAFTA, the first three clauses were omitted entirely, with the side agreements mentioning only child labor, minimum wages and job safety.

While the Clinton administration has reaffirmed U.S. government support for a social clause in GATT, it has stopped short of saying it would insist at least on working parties to explore the issue.

The council pressed Labor Secretary Robert B. Reich on the issue, pointing out that even the Bush administration's trade representative was committed to creating the working party, and that ILO adoption meant worldwide government-labor-employer concurrence and not just a worker-only position.

In fact, the council noted, ''recent events have made it clear that U.S. foreign and trade policy is less dedicated to the goal of raising worldwide living standards than it is to abetting multinational corporations in their search for cheap, repressed labor.''

The federation also urged the administration and Congress to strengthen enforcement of the labor rights provisions of Section 301 and the GSP, as well as to give primary consideration to worker rights records in allotting foreign aid.

The council also noted that the United States lags behind many nations in ratifying ILO conventions on worker rights, and urged Congress to act on them.

In a separate statement, the AFL-CIO said it is ''deeply troubled'' by the Clinton administration's decision ''to suspend but not finally terminate'' its active review of Indonesia's worker rights practices under the GSP.

''The government of Indonesia is clearly not in compliance'' with worker rights requirements, the council said. ''Independent trade unions are not allowed and the right to strike is restricted. Union activists are intimidated and harassed by government representatives, including 21 who were detained in early February.

''And although the military was ordered to refrain from intervening in labor disputes last month, this decree has been violated on at least 14 separate occasions.''

The federation said it would continue to monitor the situation in Indonesia while awaiting the administration's decision on whether to reactivate its worker rights review in six months.

Clinton emissaries Gore, Reich pledge backing for labor

Kirkland says of visitors, 'their goals parallel ours'

By Michael Byrne
Bal Harbour, Fla.

Acknowledging the shadow cast by the North American Free Trade Agreement over relations between labor and the White House, Clinton administration officials visiting the AFL-CIO Executive Council meeting focused on the broad areas of common ground.

Vice President Gore said he was ''painfully aware'' of the strained relations between the administration and labor over NAFTA, which the administration pushed through Congress last year despite dedicated, universal labor opposition.

''All of us in the administration have the greatest respect for the legitimate concerns of labor'' about job loss in the wake of NAFTA, Gore said. ''We just disagree on the solution.''

The vice president said those who benefit from NAFTA would be asked to contribute ''to a campaign for re-employment and worker security.'' And he vowed that the administration would do everything to create new jobs, such as the recent negotiated sale of U.S. jets to Saudi Arabia, which will boost unionized contractors Boeing and McDonnell Douglas.

Gore recalled, as a Tennessee senator, his many previous visits to the council meeting and said, ''I don't like to be on opposite sides with labor and it is very rare for this administration.''

Indeed, AFL-CIO President Lane Kirkland observed at a news conference, labor has had many disagreements with friendly administrations in the past, but ''everything is relative. The general record of this administration is a good one. The thrust of their objectives parallels ours.''

Kirkland contrasted Clinton's first year with the last six months of the Bush administration and particularly one ''Rose Garden ceremony in which Charlton Heston, the flower child of the National Rifle Association and the National Right-to-Work Committee, was beside Bush as he signed an executive order against unions.''



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue led a standing ovation for House Majority Whip David Bonior and Majority Leader Richard A. Gephardt in appreciation for their fight against the North American Free Trade Agreement.

That was just one in a series of union-bashing moves by Bush, all of which were rescinded by Clinton, Labor Secretary Robert B. Reich pointed out. Clinton also lifted the ban on hiring air traffic controllers fired by President Reagan.

''This is a different view of the council than the one I had last year,'' Reich noted. ''I've had a chance to work with each of you. Communication has been excellent.''

Reich cited a litany of initiatives by his department in line with the goals of labor, including reform of the Occupational Safety and Health Act and a new focus on job training. A commission has been appointed ''to lay the groundwork for labor law reform and a more aggressive Labor Department is helping to resolve labor disputes,'' he said.

''Last year, my primary goal was to bring on a team at the department dedicated to the American worker, the kind of people who care about the American worker,'' Reich said. ''We have created a strong Department of Labor.''

To accentuate that change, Reich was accompanied by his top lieutenants, including former Executive Council members Joyce Miller and Jack Otero, as well as former union staffers Geri Palast, Chuck Richards, Steve Rosenthal and others.

But the council reserved its heartiest reception for House Majority Leader Richard A. Gephardt (D-Mo.) and Majority Whip David Bonior (D-Mich.), who received a spontaneous and prolonged standing ovation for their all-out efforts in leading the fight against NAFTA.

Labor got assurances from the Democratic National Committee that labor's allies in the NAFTA fight would not be discriminated against by party operatives. DNC Chairman David Wilhelm also was asked to enhance labor participation in party policy deliberations, Kirkland said.

Those had been key concerns expressed by the Political Works Committee of the Executive Council, which instructs the federation on political activity, Kirkland explained. The committee specifically sought to re-establish an active labor advisory committee to the DNC, as well as consultation with labor, particularly the state AFL-CIOs, in the Democratic ''coordinated campaigns'' in each state.

That option is open for trade unionists who want to participate in party politics, Kirkland said. But he stressed that the labor movement ''is not the property or the attachment or the dangling participle of any political party.''

Rather, unions maintain their own independent organization ''responsive to the members of the trade union movement.'' That organization — the Committee on Political Education — ''is governed by an old rule enunciated first by Samuel Gompers: 'support your friends and elect them. Oppose your enemies and defeat them,''' Kirkland said.





AFL-CIO President Lane Kirkland, along with Presidents Frank Hurt, left, of the Bakery, Confectionery and Tobacco Workers and Ron Carey of the Teamsters were arrested in Miami in a protest against the use of scab-produced Diamond walnuts. At right, Kirkland is led away by police.

Ray Crowell/Page One Photography

White House vows support for Workplace Fairness

By Michael Byrne
Bal Harbour, Fla.

Vice President Gore, Labor Secretary Robert B. Reich and White House senior adviser George Stephanopoulos assured the AFL-CIO Executive Council that President Clinton would do everything he can to help break the Senate filibuster blocking the Workplace Fairness Act.

The legislation, S. 55, would ban the ''permanent'' replacement of strikers and has been a top priority of the labor movement for several years. It passed the House by a comfortable margin last year and supporters say they have the votes to pass it in the Senate if a vote is allowed.

The issue came up again and again in council conversations with administration officials and with congressional leaders. Additionally, council members were among more than 100 people who took their complaints to the street, demonstrating against ''permanent'' replacements used by Diamond Walnut Growers in California.

AFL-CIO President Lane Kirkland, Teamsters President Ron Carey and Bakery, Confectionery and Tobacco Workers President Frank Hurt were arrested, and later released, in a protest at Entenmann's Bakery in Miami, which uses Diamond walnuts. They informed customers how Diamond Walnut ''permanently replaced'' more than 500 IBT members at its plant in Stockton, Calif., more than two-and-a-half years ago.

The importance of the issue was underscored by UAW President Owen Bieber, who condemned Caterpillar and other companies that use ''permanent replacement'' as a wedge to undercut collective bargaining. Along with other council members, he urged Senate Majority Leader George Mitchell to force the Senate into overtime to break the filibuster.

''Permanent replacements destroy the process that allows you to reach fair collective bargaining agreements.''

— UAW President Owen Bieber

''Permanent replacements' destroy the process that allows you to reach fair collective bargaining agreements,'' Bieber said. He noted that union members fully understand the peril and ''are making an all-out effort to pass'' the bill despite Senate delays.

And the council took special note of a situation in Asbury Park, N.J., where nurses from the AFT are on strike and patients are imperiled by new staff willing to scab. The nurses strike also draws attention to the fact that the presence of scabs complicates the return to work, even blocking a settlement in cases where all other issues are settled.

Several key Democrats, including Sens. David Pryor and Dale Bumpers from Clinton's home state of Arkansas, are on the fence on the issue of cloture, which would shut off debate and allow a vote.

Just getting a vote scheduled helps smoke out senators on where they really stand, council members told Mitchell. ''An old-fashioned kind of filibuster,'' where members stay in session for protracted debate, ''would be an enormous opportunity to show the public how unfair the current system is,'' said retiring Steelworkers President Lynn Williams.

Williams noted a similar situation on plant closing legislation in 1988-89, ''where getting the issue out before the public forced Congress to move on it.''

AFT nurses bolstered

Bal Harbour, Fla.

The labor movement pledged support for striking nurses ''permanently replaced'' by the Jersey Shore Medical Center.

The AFL-CIO Executive Council urged affiliates to lend all possible support to the 600 registered nurses represented by AFT Local 5058 in their struggle to overcome the union-busting tactics and to win a fair contract.

The nurses began their strike Dec. 4, 1993, after the hospital insisted on re-establishing a compensation scheme based on so-called ''merit pay.'' Rather than attempt to settle the dispute, the hospital administration hired a union-busting consultant to bring in strikebreakers.

The council noted the New Jersey State AFL-CIO has called for a statewide boycott of the hospital.

For more than a decade, the nurses worked cooperatively with Jersey Shore Medical Center to improve the quality of care at the facility, the council pointed out. Their high level of professionalism contributed to the hospital becoming a regional leader in high-quality health care services.

''In the name of justice, fairness and better health care services,'' the council said, ''the AFL-CIO joins others in condemning the administration of Jersey Shore Medical Center for refusing to negotiate in good faith and permanently replacing its union nurses.''

Teamsters contest UPS on heavy-lifting back injuries

Bal Harbour, Fla.

The Teamsters are seeking administrative and judicial relief from members being required by United Parcel Service to lift 150 pounds, IBT President Ron Carey told a news briefing during the AFL-CIO Executive Council meeting.

Carey, joined by two UPS drivers injured under the new policy, said the union would file complaints with the U.S. Occupational Safety and Health Administration and pursue other legal actions.

The IBT followed up on that pledge March 1, filing suit for damages resulting from a one-day strike called Feb. 7 to protest the policy.

''Corporations like UPS must not be allowed to ignore their legal responsiblity to provide a safe workplace,'' Carey said. ''The company knew lifting 150 pounds was unsafe, and yet insisted on increasing the weight limit to 150 without adequate safeguards.''

The Feb. 7 work stoppage ended when UPS agreed to an interim provision that workers would have the right to refuse to handle packages of more than 70 pounds without assistance from another Teamster and appropriate lifting devices. The company also agreed to negotiate with the union over the issue.

Carey told the Executive Council that at least 10 workers had been injured since the change in package limits, and he also accused UPS of not living up to the interim agreement.

In a suit filed March 1, the IBT is seeking millions of dollars in damages for members' lost wages and other compensation attributable to UPS' illegal conduct in implementing the new weight limit without negotiation with the union.

The doubling of the weight limit exposed workers to abnormally dangerous working conditions likely to cause serious physical harm, the union said.

''The only answer many UPS workers are getting is, if it's too heavy, ask the customer to help,'' Carey said. ''That's wrong. UPS has no right to break the backs of its workers or its customers.''

Attesting to that danger were Henry Gallett of IBT Local 41 in Kansas City, who was injured the day of the strike, and David Bart of Local 63 in Riverside, Calif., who was hurt two days later.

Gallett had been recorded by UPS as having received training in safety procedures for lifting the heavier packages — but, in fact, was on vacation that day. He now has a strained back and is ''in constant pain.''

''I had to lift a package that weighed 126 pounds,'' he said. ''The company didn't provide help or the right equipment. A customer helped me at first — then I had to do the rest myself.''

After the injury, Gallett said he was shown a training video he termed ''very misleading'' because it showed lifting equipment not actually provided by the company.

Bart said he followed all the right procedures, ''but it weighed 95 pounds and I got a hernia. It's just not safe and the company knows it.''

UPS is no stranger to OSHA proceedings. In 1992 the company had to settle on violations for exposing workers to hazardous materials contained in packages. OSHA officials have written to the company threatening further action because of a ''corporate-wide failure'' to live up to the agreements, the IBT said.

— Colleen M. O'Neill

More funds needed to aid displaced workers

Clinton's jobs program is praised as progress

By Candice Johnson

The nation's job training program is in dire need of improvement, the AFL-CIO said, outlining proposed reforms to strengthen assistance to workers displaced by trade, defense cutbacks and other government actions.

The Clinton administration's displaced worker program ''represents progress,'' the Executive Council said during its winter meeting in Bal Harbour, Fla., but additional improvements are needed.

''We commend the administration for its recognition of this problem and its call for more retraining funds and income support during retraining,'' the council said. ''But the proposed level of funding is still meager — about the same as the amount spent in the late 1970s for Trade Adjustment Assistance alone.''

The council discussed the training proposal with Labor Secretary Robert B. Reich and congressional leaders who visited during the four-day meeting. Reich promised to continue to work with labor experts as the legislation is crafted on Capitol Hill.

The administration's Re-Employment Act of 1994 will be introduced in the next few weeks.

House Majority Leader Richard A. Gephardt (D-Mo.) praised the thrust of the administration's proposal and assured council members that ''I will do what I can to make the numbers right.''

The council statement pointed to international trade policies, defense spending cuts, rapidly evolving technologies and the ''unbridled pursuit of profit'' by multinational firms as the main factors causing the loss of millions of jobs and a jump in long-term unemployment.

Government programs designed to aid dislocated workers — such as the Economic Dislocation and Worker Adjustment Assistance Act — ''are starved for funds,'' it added.

Other programs, such as the Worker Adjustment and Retraining Notification Act (WARN), which requires firms with more than 100 workers to give 60 days' advance notice of shutdown or layoff, also need significant improvements.



Steve Yarmola/AFL-CIO News

Labor Secretary Robert B. Reich meets with the Executive Council. He was accompanied by a cadre of department officials, including former AFL-CIO Vice Presidents Joyce D. Miller and Jack Otero.

Despite clear evidence that helping displaced workers search for new jobs as early as possible is the most effective approach, the WARN program has been a travesty, with no enforcement and no recourse for workers other than to take their employer to court, the AFL-CIO earlier had noted.

Among the changes to the administration's plan that were recommended by the council:

- The Employment Service should serve as the center for job opportunities, with employers required to list job openings with the Service. The Labor Department's proposed ''one-stop career center'' should operate within the Employment Service, serving as a focal point for offering career information, counseling, testing and information training opportunities.

Funding for the Employment Service system should be restored to a level that will allow it to function properly, offsetting the staff and budget cuts of 18 percent in real terms experienced by the program in 1984-1992.

- Eligibility for retraining should not be restricted unnecessarily and the proposed worker profile system should not be misused or used to deny training.
- Oversight of federally funded local training programs should be removed from the business-dominated Private Industry Councils and given to organizations with equal representation from labor, business and the public. Unions should have a full role in the program.
- Funds should be increased to provide up to two years for training and income support, up from the proposed 78 weeks. Provisions that tie income support to unemployment insurance levels should be changed to link those payments to what was previously provided under trade adjustment assistance — 70 percent of lost earnings, up to a reasonable cap.
- The promise of special attention to the needs of workers displaced by government trade policies — made 30 years ago — should be kept.

NLRB tracking system plugged in to bolster union organizing

Bal Harbour, Fla.

The federation has added a National Labor Relations Board computerized tracking system to its innovations in helping to boost union organizing efforts.

The tracking system and other resources available from the Department of Organization and Field Services, along with activities by the AFL-CIO Organizing Institute and the latest organizing victories, were outlined to the Executive Council by Service Employees President John J. Sweeney, who chairs the organizing committee.

The NLRB tracking system provides weekly information on petitions filed in the 34 board offices and monthly reports on election results, including withdrawals and decertifications, Sweeney said.

He noted that the program was used to identify union-busting activities by employers and consultants presented to the Dunlop commission on worker-management relations for its consideration in field hearings. **(See story, Page 13.)**

Cooperative organizing campaigns are operational in six states — Texas, Illinois, Florida, Ohio, Arkansas and California. The Florida program played a major role in an organizing drive by the Office and Professional Employees while the cooperative in Chicago is planning a conference for Hispanic union organizers and leaders.

Demand for participants from the Organizing Institute continues to grow, Sweeney told the council, with several unions using interns, apprentices and graduates in their campaigns.

Recent organizing victories include campaigns to represent health care workers at a number of facilities. At Rhode Island Hospital in Providence, the Teamsters now represent 1,800 service and maintenance workers while the AFT's Federation of Nurses and Health Care Professionals was voted in by a unit of 400 licensed practical nurses. That vote came on the heels of an AFT organizing win among 1,300 registered nurses.

SEIU now represents a unit of nearly 1,000 RNs at Crouse Irving Memorial Hospital in Syracuse, N.Y., as well as workers at the National Rehabilitation Center in Washington, D.C., while the Communications Workers won a drive among nearly 200 nurses aides, housekeeping and dietary aides at Carrier Foundation Psychiatric Hospital in Bel Meade, N.J.

In a campaign covering home care workers in Michigan, AFSCME won representation rights for 650 workers — employed by the state and 11 home operators — and has 19 petitions pending covering another 1,200 workers. The Government Employees won an election among 980 workers at the Brook Army Medical Center in Houston.

Unions also posted gains in the service, construction, manufacturing, transportation and other sectors.

Three Las Vegas organizing drives ended in victory for the Hotel Employees and Restaurant Employees, which now represents 2,500 workers at Treasure Island hotel and casino; another 2,500 at the Luxor hotel and casino; and 600 at the Sante Fe Hotel.

The Laborers won an election at Jay Stephensen Construction Co. in Tohatchi, N.M.; the Carpenters now represent workers at Francisco, Levy and Hijo Inc., San Juan, Puerto Rico; the Seafarers were voted in by crew members on 26 oil spill response ships; the Plumbers and Pipefitters won an election at United Fire Protection Inc., Evansville, Ind.; and the Mine Workers won a campaign among nearly 400 miners at Cyprus Mountain Coal Corp. in eastern Kentucky.

Also posting victories were the Stage Employees at the Studio Arena, Buffalo, N.Y.; the UAW at Lenawaee Stamping Corp., Tecumseh, Mich.; the Food and Commercial Workers at Marshall Durbin chicken processing plant, Canton, Miss.; the Ladies' Garment Workers at Isratex and Alle Processing; the Bakery, Confectionery and Tobacco Workers at Cres Baking Co., New York; AFT at Rockland Community College, New York; the Electronic Workers at Leather Center Inc., Dallas; and the Steelworkers at Cargil Steel and Wire Co., Beaumont, Texas.

The Paperworkers' organizing efforts have resulted in a win rate of more than 50 percent, with recent victories at Kraft packaging in Pittsburg, Kan. The Clothing and Textile Workers also posted a winning record last year, winning 35 campaigns covering 7,119 workers.

A separate summary report outlined activities and programs of the Department of Organization and Field Services, including campaigns against ''right-to-work'' initiatives, state legislative activities, the religion and labor project, the pension action program and other special projects.

— Candice Johnson

Organizing MGM Grand becomes all-labor affair

Bal Harbour, Fla.

The AFL-CIO called on the entire labor movement to unite in the fight against the ''anti-union, anti-worker policies and practices'' of the largest non-union hotel in the world, the MGM Grand in Las Vegas.

The Executive Council urged ''the same spirit of solidarity that has sustained the courageous Frontier Hotel strikers, who have steadfastly held the line against a company determined to reduce wages and working conditions.''

Nine Nevada unions, joining forces as the Service Trades Council of Southern Nevada, are fighting to bring the benefits of union representation to the 5,000 workers at the hotel. The anti-union MGM Grand management has refused to recognize the union card check, which is the accepted practice by most Las Vegas hotels.

''MGM has demonstrated its desire to undo the standards that union workers, through decades of solidarity and struggle, have established in Las Vegas and to set a new, non-union standard for major employers in that city,'' the council said.

The Service Trades Council includes the Hotel Employees and Restaurant Employees, Service Employees, Teamsters, Food and Commercial Workers, Carpenters, Electrical Workers, Stage Employees, Operating Engineers and the Painters.

EXECUTIVE COUNCIL

Three resolutions adopted

Bal Harbour, Fla.

Three of seven resolutions referred from the 1993 AFL-CIO convention were amended and adopted by the Executive Council.

The Natural Disaster Protection Act, convention resolution 118, called attention to the problems of obtaining homeowner's insurance in disaster-prone states. It urges the AFL-CIO to support two bills, S. 1350 and H.R. 2873, which would establish a federal reinsurance trust fund to pay future homeowner's claims, as well as enforceable state building codes.

The council amended the resolution to support "the basic thrust" of the bills. The amendment also strongly supports tying the reinsurance fund to building codes and calls for appropriate federal oversight of the insurance industry.

ConAgra Grain Co., resolution 140, supports a fair contract for the Longshoremen and Warehousemen at ConAgra-Peavey grain elevator in Kalama, Wash., and backs the union on prodding the company to deal fairly with its employees, customers and suppliers.

The council approved a substitute that sharpened the focus of the resolution. The substitute attacks ConAgra's "campaign to destroy the safe and decent conditions that the union has won" and the company's "inflexible and unreasonable demands."

In the resolution, the AFL-CIO urges its affiliates to join in solidarity with the ILWU "in every appropriate way to assist the union in its fight for a fair and decent contract."

The council also adopted Public Safety Exemption from Age Discrimination Act, resolution 164, which calls for a permanent exemption from the act for public safety occupations.

The work requirements of police and fire fighters are unique and the basic standards of the act should be waived permanently, the resolution stated.

Merchant Marines supported

The AFL-CIO opposes the Clinton administration's proposal to decrease funding for the U.S. Merchant Marine Academy and to begin charging tuition at the academy.

The White House plan would be "a further abdication of the government's essential role in preserving a domestic merchant fleet and a corps of highly qualified merchant seafarers," the Executive Council said.

The federation urged the administration and Congress to continue to fully fund the academy and to make maritime training and education an important step in rebuilding the domestic-flag merchant fleet.

Museum gets a boost

The AFL-CIO has asked Congress and its affiliated unions to contribute to New York City's Lower East Side Tenement Museum, a monument to those who were part of the great immigration to America in the 19th and early 20th centuries.

"It bears witness to the material hardships they had to overcome, and it memorializes their vision of a better life," the Executive Council said. "We call on Congress to pass legislation that would fund this national landmark."

Speaking on behalf of the museum was Postal Workers President Moe Biller, who grew up in the tenements.

Irish trade unions praised

The AFL-CIO Executive Council congratulated and commended the Irish Congress of Trade Unions for advancing the interests of working people of Ireland.

The tribute, on the 100th anniversary of the ICTU, noted that the Irish federation has led effective campaigns for equal access to jobs, worker reconciliation and economic development, and has fought workplace intimidation.

The council pointed to the historic relationship between the Irish and American trade union movements, including such heroic figures as James Connolly and James Larkin, who contributed to both movements.



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland talks with new council members, George F. Becker of the Steelworkers (left) and Douglas H. Dority of the Food and Commercial Workers.

Dority, Becker elected to council

Wynn, Williams are hailed for contributions to labor

By Michael Byrne
Bal Harbour, Fla.

The AFL-CIO Executive Council said goodbye to two of its stalwarts — retiring union Presidents William H. Wynn of the Food and Commercial Workers and Lynn R. Williams of the Steelworkers — and elected their successors to replace them on the council.

The UFCW's Douglas H. Dority and the USWA's George F. Becker become the newest AFL-CIO vice presidents. They were welcomed to the council amid tributes to Wynn and Williams, who led some of the federation's toughest battles and key campaigns over the past decade.

Wynn led the council's vital economic policy committee and at AFL-CIO President Lane Kirkland's behest took on several chairing assignments on tough issues.

Similarly, Williams headed committees on job safety and health and on strategic approaches, the innovative vehicle for bringing all affiliates together in critical bargaining situations.

Dority, 55, was elected president of UFCW in February after Wynn retired because of ill health. He has been the organizing director and vice president of UFCW during a time of growth. He started that way, launching an organizing drive on his first job at Colonial Food in Lynchburg, Va., that led to the unionization of the 10-store chain.

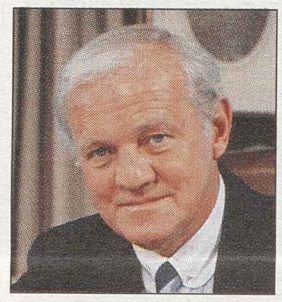
Like Dority, Becker, 65, went straight into his union career on his first job. He is a second-generation Steelworker who started at a steel mill in Granite City, Ill. He replaced Williams March 1 after being nominated without opposition in the USWA referendum election process.

As USWA vice president for administration, he headed the union's organizing program, led collective bargaining in the aluminum industry and played a key role in the corporate campaign against Ravenswood Aluminum Co., leading to restoration of jobs and a new contract.

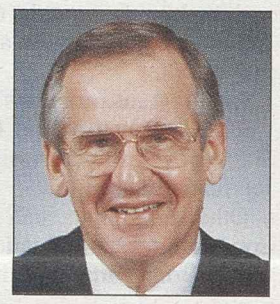
The AFL-CIO saluted Wynn for "working for the common good of the labor movement to bring about consensus on the tough issues." The council praised Wynn's leadership of the UFCW during a time of challenge and upheaval in the industry, and noted "the UFCW has served as a model for efficient union mergers and growth through vigorous and creative organizing."

Noting Williams' work on strategic approaches, Kirkland noted, "He has grappled with the problems that afflict all the unions of the labor movement and has been a tower of strength."

The council noted that Williams "has been a pioneer in establishing labor-management relationships and negotiating collective bargaining agreements that give employees a greater voice in the operation of their companies, ensure that they have a fair share of the profits they generate, and provide job security during economic downturns."



William H. Wynn



Lynn R. Williams

Kirkland appointed President Morton Bahr of the Communications Workers to chair the Safety and Health Committee and President Richard L. Trumka of the Mine Workers to chair Strategic Approaches. UAW President Owen Bieber was appointed to chair Economic Policy and Frank Hurt of the Bakery, Confectionery and Tobacco Workers was selected for the ad hoc Immigration Committee that Wynn also chaired.

Kirkland also appointed a Committee on Full Participation to encourage diversity in the labor movement, in keeping with a resolution of the 1993 convention. The committee is chaired by President John N. Sturdivant of the Government Employees and includes Bahr, Trumka, Albert Shanker of the AFT, Lenore Miller of the Retail, Wholesale and Department Store Union, Linda Chavez-Thompson of AFSCME, Moe Biller of the Postal Workers, Gloria Johnson of the Electronic Workers, Arthur Coia of the Laborers and George Kourpias of the Machinists.

In other actions, the council:

- Authorized the federation to guarantee loans of $10 million and seek guarantees for $40 million more for the Teamsters to pay strike benefits if needed during the upcoming master freight negotiations. The IBT has a mail ballot membership referendum under way to replenish the strike fund.
- Approved a committee to work with the Farm Workers on contract and legal issues that have beset that union, appointing George Kourpias of the Machinists to chair a committee that comprises Trumka, Bahr, John J. Sweeney of the Service Employees and Gerald W. McEntee of AFSCME.
- Approved the merger of the IAM and the Woodworkers, which was ratified by both unions. The merger left the AFL-CIO with 83 unions, continuing the consolidation trend begun soon after 141 unions formed the AFL-CIO in 1955.
- Approved a contribution of $25,000 each year for the next three years for the proposed Franklin D. Roosevelt Memorial, and authorized Kirkland to seek other contributions for the monument.
- Announced that the next AFL-CIO convention will be held at the Sheraton Centre hotel in New York City, Oct. 23-26, 1995. The next meetings of the council will be in Washington May 10-11 and in Chicago Aug. 9-10.



Ray Crowell/Page One Photography

After raising $15 million for building construction, unions of the AFL-CIO Building and Construction Trades Department marked the dedication of the Diabetes Research Institute at the University of Miami. Joining in the dedication are BCTD President Robert A. Georgine; Dr. Daniel Mintz, scientific director of the institute; and AFL-CIO President Lane Kirkland, who said, "This is a great day for labor and a great day to eradicate the disease."

'New Colonias' is new target for investment

HIT/BIT follows successes with Texas border project

By James B. Parks

After another year of continued growth, the AFL-CIO's Housing and Building Investment Trusts plan an innovative program to address the deplorable housing and living conditions along the U.S.-Mexico border.

The first phase of the New Colonias Demonstration Program, announced at the AFL-CIO Executive Council meeting in Bal Harbour, Fla., by HIT/BIT CEO Stephen Coyle and Bricklayers President John T. Joyce, will include 300 new housing units in the El Paso, Laredo and Brownsville areas.

The project is a joint partnership with the U.S. Department of Housing and Urban Development, the Texas Department of Housing and Community Affairs, the Bricklayers Non-Profit Housing Corp. and other local organizations.

It follows on the heels of the highly successful National Partnership for Community Development, which is providing more than $1 billion in pension and other funds for building projects in 30 cities across the United States, creating construction jobs for union members.

Some 280,000 people live in approximately 1,200 ''colonias'' along the Rio Grande River valley in Texas, Coyle told the Executive Council. Conditions in these colonias are on a par with shanty towns in Third World countries, he said, with no running water, sewer connections, paved roads or storm drainage.

Most are unincorporated communities owned by unscrupulous developers who sell unimproved lots to poor Mexican-Americans on a ''contract-for-sale'' basis rather than transferring title, Coyle said. The result is that few residents ever fulfill the requirements for sale.

Promised infrastructure changes, such as roads or sewers, are almost never made, Coyle said.

The New Colonias program will establish a model of how existing resources can be used to provide decent housing, including the ''decoding'' of complex rules to obtain water and sewer hookups, Coyle said.

The program also will feature innovative designs of homes developed with the help of the residents.

The initiative will be funded by a combination of pension funds and public sources, including HUD Section 8 monies. Community development block grants and state and local funds will pay for the infrastructure.

In outlining the new project for the council, Coyle noted that ''too many people are not sharing in prosperity,'' pointing out that the $200 billion now being invested by pension managers overseas — $500 billion by the end of the decade — ''dwarfs the amounts we're talking about.''

''With your continued support, we can show the world that labor can be in the lead and make a difference,'' he said.

The council commended the trusts for establishing themselves as ''consistent, competitive performers with funds now in excess of $1 billion. Their growth and performance have been achieved through investment strategies that promote jobs and community development.''

The federation also praised the trusts for their ''rapid and commendable progress'' in implementing the National Partnership, in which $660 million in pension funds will leverage a similar amount from private and public sources for inner city projects.

The council also called for approval of President Clinton's Fiscal 1995 budget proposal to extend and expand the Community Investment Demonstration Program, which created new avenues for National Partnership investments.

Housing Committee Chairman Joyce, in his report to the council, said the proposed regulations for ''empowerment zones'' do not go far enough to stem the pirating of industries and plants from their current locations.

The federation will urge the administration to change the regulations to face this problem, to monitor relocations and to cut off eligibility for zones that are guilty of pirating.

Community outreach adds AmeriCorps

By Sharolyn A. Rosier

Labor's outreach to communities will be extended to include President Clinton's new AmeriCorps program, Vincent R. Sombrotto, Letter Carriers president and chairman of the AFL-CIO Committee on Community Services, told the Executive Council.

The program offers opportunities for Americans age 17 or older to earn money for college through community service, Sombrotto said. Union community service programs could qualify for a portion of more than $153 million in grants that are available.

Sombrotto, who has met with Gloria Johnson, director of constituency relations for the White House Corporation for National Service to discuss the program, said that additional information will be available from the AFL-CIO Department of Community Services.

Sombrotto reported on numerous ongoing community service endeavors, including the AFL-CIO Los Angeles Earthquake Relief Fund, a Substance Abuse Institute and the NALC Food Drive.

The earthquake relief fund, established with an initial $25,000 donation from the AFL-CIO, is funneling financial contributions to union families in the hard-hit area.

''Union volunteers and AFL-CIO Community Services staff joined union fire fighters, police and nurses in responding to the disaster,'' said Sombrotto. ''The AFL-CIO Community Services program in Los Angeles stepped up programs to feed, counsel and financially assist those left homeless or unemployed by the earthquake.''

The Substance Abuse Institute at the George Meany Center for Labor Studies, will be organized this year by the department, funded in part by a $500,000 grant from the Department of Labor.

Services available through the institute will include educational materials and technical assistance for unions that wish to establish membership assistance programs, Sombrotto said.

The 2nd annual NALC Food Drive will be May 14 this year. Approximately 3,000 communities will participate in the one-day drive, said Sombrotto, who expects this year's drive to double the 12 million pounds of food collected last year.

Success story praised

Bal Harbour, Fla.

Volunteerism, the ''highest ideal of trade unionism,'' is epitomized by Communications Workers and Electrical Workers who installed some 6,000 telephones in Veterans Administration hospitals, the AFL-CIO Executive Council said.

The project, called P.T. Phone Home, began four years ago when volunteers from CWA Local 1120 installed bedside phones for patients at the VA Hospital in Castle Point, N.Y., the council noted in a statement.

The veterans once depended on a 65-pound transportable coin phone brought in by nurses. But, thanks to the CWA volunteers, all 240 rooms have phones and paraplegic patients have access to voice activated dialing.

Members of IBEW Local 2327 also have installed 225 bedside telephones for patients at the VA Hospital in Togus, Maine.

Frank Dosio, a member of CWA Local 1120, started P.T. Phone Home, which refers to the traditional medical acronym for ''patient.''

President Clinton last year presented the President's Volunteer Action Award to P.T. Phone Home. Congress approved $1.5 million to pay for dial-tone service for the project.

Magazine spurs Union Privilege growth

Bal Harbour, Fla.

Union Privilege continues to grow through program expansion and increased member outreach, UP President David Silberman told the Executive Council.

A Los Angeles service center started in the spring of 1993 already has received more than 100,000 inquiries, Silberman said, and a new program to provide $5,000 in accidental death insurance without cost is ''ready to roll,'' with nine unions participating.

Union Plus magazine has just rolled its third issue off the presses, with a subscriber base of 1.8 million union members, he said. Ninety percent of readers report they consider the magazine valuable and would like to continue receiving it.

Union Plus readers also are utilizing mail-back cards in the magazine, with 18,000 from the first two issues returning postcards requesting information on Union Privilege programs. Union members also used the cards to join the ranks of AFL-CIO activists working on trade, health care and other campaigns.

Prescription orders in the Health Needs program more than doubled from 1992 to 1993, going from 2,023 to 4,642.

Other specific areas of growth in 1993 include:

- The Union Privilege MasterCard gained 384,976 new holders.
- The life insurance program added 2,911 additional members.
- Another 804 mortgages closed over 1992, with a total amount of loans closed increasing by more than $295 million, from $289.4 million to $585.3 million.
- Consultations under the Legal Services program climbed nearly 3,000 in 1993, while 92.5 percent of those using the program rated their attorney excellent or good.
- The loan program attracted 18,331 more people, who took out an additional $100 million in loans.

Two programs new in 1993 garnered the interest of many union members, as 6,276 joined the Union Driver and Traveler program, while 3,642 became members of the Union Shopper program.



Steve Yarmola/AFL-CIO News

British TUC leader John Monks explores worker rights abuses of multinational corporations.

International union solidarity acclaimed

Visiting British TUC leader marks 100 years of cooperation

By Michael Byrne
Bal Harbour, Fla.

The importance of international labor solidarity was underscored by the new general secretary of the British Trades Union Congress, whose meeting with the AFL-CIO Executive Council marked 100 years of labor fraternity between the two federations.

The TUC's John Monks said labor around the world faces economic pressure and anti-union animus that undermines worker representation.

''We have suffered an onslaught from governments over 15 years, and a readiness on the part of many employers to reduce and destroy trade union membership and influence where they can,'' Monks said.

Monks noted the TUC's role in assisting the Mine Workers in their battle with Peabody Coal Co., which is owned by the British-based Hanson Industries Ltd, and the Paperworkers in their ongoing dispute with A.E. Staley, owned by Britain's Tate and Lyle. And he thanked the AFL-CIO for its support for GCHQ workers in complaints before the International Labor Organization.

As the multinational corporations extend their tentacles farther and farther, ''working men and women and their families will need this friendship and solidarity more and more in the next century,'' Monks said.

Membership in British unions has fallen from more than 12 million to 7.8 million — from 50 percent to 35 percent of the work force — since Margaret Thatcher led the Tories into power in 1979, Monks noted.

The government of John Major rushed through legislation last year that attacked the dues check-off system, requiring TUC unions to sign up all union members individually within six months, Monks said. Among other things, the new law also allows employers to discriminate against trade unionists by paying them less that people with personal contracts.

This assault on collective bargaining is international in scope, the council learned in 1992, when Ken Douglas of the New Zealand Council of Trade Unions described the pernicious ''freedom of contract'' law that is undercutting unionization in that part of the world.

''All our unions know that having a sympathetic government would help us,'' Monks said, ''but I think that they know too that such a government would not be the answer to the underlying problems. We have to look at our own organizations to overcome them and to renew ourselves.''

Monks outlined how the TUC is analyzing its internal problems, using models from the Australian federation, as well as studying the experiences of labor in Germany, the Netherlands, Denmark, Norway and Sweden.

''We have greatly valued having the benefit of your experience and advice because the AFL-CIO has always been in the lead in developing new schemes to increase trade union influence and membership in a hostile political and economic climate,'' he said.

The specter of rising unemplomentin the developed countries will call for increased trade union solidarity in the future, he said. ''No country, not even as vast and richly endowed a country as the United States, can overcome unemployment on a national basis. For better or worse, we are all dependent, one on another.''

Council: Revoke China's favored trade status

Bal Harbour, Fla.

The Clinton administration should give human rights and democracy a higher priority than ''the special interests of multinational corporations that profit from tyranny,'' ending most-favored-nation trade status for China, the AFL-CIO said.

The Executive Council declared that China remains ''fundamentally unchanged'' despite an intense public relations campaign aimed at retaining MFN trading privileges.

''Its 1.2 billion people continue to live under one of the world's most oppressive dictatorships. Additional political prisoners have been detained, dissidents such as trade union leader Han Dongfang have been refused re-entry into their country, religious leaders are being persecuted and products made by China's extensive slave labor system continue to be exported to the United States,'' the council declared.

China's biggest U.S. supporters, the multinational corporations, ''have little interest in democracy and even less in human rights. Their only concern is to protect their abundant opportunities in China for huge profits and cheap, easily exploited labor,'' it said.

Profits from products of that labor fuel China's $23 billion trade surplus with the United States.

The federation called on the White House to follow the criteria set in its 1993 executive order conditioning MFN status. The order pledged that the administration would consider China's human rights record of adhering to the Universal Declaration of Human Rights, releasing and accounting for political prisoners, ensuring humane treatment of prisoners, protecting Tibet's religious and cultural heritage and permitting international broadcasts into China.

Since China has not met those conditions, ''justice requires that the administration and Congress end MFN status for China's dictatorship,'' the council said.

World labor asks G-7 to establish 'Global New Deal'

By James B. Parks

Governments of the seven largest developed nations must create a ''Global New Deal'' to help economies in the short-term and to ensure job growth in the long term, labor leaders from those countries declared.

''The Detroit conference should open the negotiations on a worker rights clause'' to be included in the General Agreement on Tariffs and Trade (GATT), the world union representatives said.

The group, in a statement to ministers of the so-called G-7 nations meeting in Detroit, called for a major change in the direction of international economic policy. The dogmatic ''free market'' approach of the last decade must be jettisoned, they said, and replaced with a more pragmatic approach that gives top priority to jobs creation.

The continuing failure to provide jobs for those who have no other means of making a living is undermining the ability of these nations to restore viable economies, declared the trade union officials after a ''labor summit'' at AFL-CIO headquarters March 3-4.

The labor leaders warned against forcing the unemployed into becoming the ''working poor'' by dismantling social protections and lowering wages in the name of ''flexibility.''

Rather than putting the burden of adjustment on the weakest members of society and setting off a downward spiral of competition based on low quality, stagnating markets, growing inequality and increased social conflict, they proposed a positive workplace agenda that would give workers security in change and a share in the benefits of change.

In addition to worker rights in trade agreements, the proposed ''Global New Deal'' would include public spending in developed countries on job-creating programs like infrastructure investment, targeted research and development, military conversions strategies and ''tilting'' technology back to product innovation and job creation.

In developing countries, new markets could be created by eliminating abject poverty through expanded development and assistance programs and plans to fight poverty and reduce debt.

The key to the future is the ability of governments to harness the energies and talents of people and institutions to make a better life, the leaders said. Trade unions can play a role in this task, they said. But to do so, people need hope and the promise of a better life for themselves and their families, not today's threat of continued exclusion, they said.

Twenty-two individuals participated in the summit representing the countries of Canada, France, Germany, Italy, Japan, United Kingdom and United States, as well as four international labor organizations: the International Confederation of Free Trade Unions, World Confederation of Labor, European Trade Union Confederation and the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development.

Honduras confronted on worker rights abuses

The AFL-CIO, warning of the possibility of violence in Honduras after employees in a free trade zone were mistreated, called on the government there to protect worker rights and to ensure their safety.

The issue came to a head in January when workers at Korean-owned Galaxy Industrial Park near Choloma were fired for union activity. After the employees took over the plant, the nation's major employer group agreed to respect freedom of association for the workers.

But subsequent firings for union work at U.S.-owned M.S. Mart and Galaxy spawned more protests and plant takeovers. The M.S. Mart standoff between armed guards and workers was successfully mediated by the Labor Ministry, but the Galaxy confrontation continues. Two major Honduran labor organizations, FESITRANH and FITH, are trying to end the standoff.

The AFL-CIO urged the Honduran government to ''do all it can to assist in this endeavor, and to move swiftly to correct the persistent pattern of labor rights abuses which led to these potentially deadly confrontations.''

WORLD

Unions decry massacre

The Histradrut, Israel's labor federation, condemned the massacre of scores of Palestinians worshipping in Hebron, calling the shooting "incomprehensible."

"Leaders, groups and individuals which advocate such actions must be ousted from society and made illegal," said Histradrut Secretary General Haim Haberfeld.

Haberfeld called an immediate meeting of labor council secretaries from the Israeli Arab sector to determine ways the federation can assist victims of the tragedy and restore the fabric of good relations between Jews and Arabs working toward peace.

Ladies' Garment Workers President Jay Mazur, who heads the National Committee for Labor Israel, urged the "people of Israel, and the Palestinians, not to permit this horrible act to derail the peace process," which he called vital to the long-run security of Israel, Palestinian Arabs and neighboring Arab states.

NATO plan 'not enough'

The North Atlantic Treaty Organization's "Partnership for Peace" does not go far enough to help the emerging democracies of the former Warsaw Pact countries, the AFL-CIO said at its winter meeting in Bal Harbour, Fla.

The end of the Cold War gives Western nations the opportunity to help the nations of Eastern and Central Europe build their economies and democratic structures, the Executive Council said. Instead they have offered limited aid conditioned on severe austerity programs as if free markets, not democracy, is the ultimate goal.

Vastly increased economic aid is needed, along with a series of specific steps for full membership and a timetable to review applications, the council said.

"A clearly defined process leading to full NATO membership will encourage forces that aspire to democracy and will, in turn, enable the alliance to continue to guarantee peace and security in Europe," the council said.

Action urged on Bosnia

The AFL-CIO called on the world's leaders to continue and expand its actions to bring about a just peace in Bosnia-Herzegovina.

"The reaction by the United Nations and NATO to the shelling of Sarajevo offers the best hope for peace in Bosnia in many months," the Executive Council said. "A return to vacillation, empty threats and appeasement — a policy that helped lead to that tragic situation — would be a betrayal of the Bosnian people."

The council called on the Western nations to expand their actions to "lead to the end of terror in the towns and villages beyond Sarajevo, to the resumption of humanitarian aid to the starving and the sick, and to a just, stable and secure peace throughout Bosnia."

Free Mexican vote 'essential'

In the wake of the North American Free Trade Agreement, it is essential that the United States assist Mexico in promoting free and fair elections, the AFL-CIO Executive Council said.

After charges of widespread fraud and manipulation in past elections, the August elections offer Mexico an opportunity to show its commitment to multiparty democracy, the statement said.

The council urged the U.S. government to offer Mexico expertise in how to conduct elections and, if requested, send election observers to monitor the vote.



Mario Chanes De Armas

Chanes is selected for Meany award

Mario Chanes De Armas, a trade unionist who emerged from 30 years in Cuban jails with a vow to continue the struggle for oppressed workers in that nation, was selected by the AFL-CIO Executive Council to receive the 1994 George Meany Human Rights Award.

Chanes, a former leader of the Cuban Brewery Workers, was arrested in 1961 for rejecting the communist government of Fidel Castro. Reunited with his family in the United States in 1993, he described his years in prison as a "fertile experience that provided a source of strength."

Chanes told the 1993 AFL-CIO convention that independent unions are "the vanguard of those carrying the fight in our country" and that they "embody the wishes of the masses of dissatisfied workers."

The George Meany Human Rights award honors individuals who fight for human rights awards around the world. The honor was launched in 1981 with an award to Solidarnosc, the Polish trade union movement.

Action urged in Burma

The AFL-CIO urged the Clinton administration to take strong action to help return democracy to Burma, where the Rangoon regime has violently repressed the freedom movement for six years.

In the past year, the rulers have stepped up the oppression as trade unions and the Burmese people struggle to "restore civil liberties and worker rights" and to respect the results of a 1990 election won by the opposition. At the same time, the government has begun to strengthen ties to American oil companies and multinational corporations, the council said.

The regime arrests, tortures and murders its citizens and has targeted the only intact democratic opposition party, Nobel laureate Aung San Suu Kyi and the Free Trade Unions of Burma, the federation said.

Union role vital in South Africa's first free election

U.S. labor observer team will monitor April vote

By James B. Parks

As South Africa moves toward its first free multiracial election, the AFL-CIO's South Africa Committee is wrapping up its work, ending the boycott of one of that country's largest employers and mounting a massive effort to ensure a fair vote.

UAW President Owen Bieber, who co-chairs the committee along with Mine Workers President Richard L. Trumka, told the Executive Council at its winter meeting in Bal Harbour, Fla., that the AFL-CIO and many of its affiliates played an important role in making free elections possible.

In particular, he cited the federation's national boycott of the Royal Dutch Shell Co., which was lifted in 1993 at the request of the South African trade unions. The committee is preparing letters of thanks to all companies and institutions that cooperated with South African sanctions, he said.

The AFL-CIO pledged continued help to South Africa after the historic April 26-28 election, "only the first step on the difficult path to a democratic and just society," the council said in a statement.

"We call upon our government and the world community to provide technical, financial, and moral support that the people of South Africa will need in the years ahead," it said.

'Terror cannot be tolerated'

The council also condemned the "minority of South Africans" among the Inkatha Freedom Party and far-right white separatists who "seem determined to disrupt the electoral process." While these parties have a right not to participate in the election, "at the dawn of democracy, further terror cannot be tolerated."

The federation, responding to requests from the South African trade union confederations, COSATU and NACTU, will send a 100-member election observation team to monitor the election process to ensure its fairness.

Patrick J. O'Farrell, executive director of the African American Labor Center, said four teams of five U.S. trade union leaders each have been in South Africa at various times since February observing the campaign and electoral process. The main body of 100 union leaders will arrive in South Africa on April 21 and act as observers throughout the country during the three-day election, he said.

The AALC and AFL-CIO also sponsored and provided staff for a civic education program for South African union members followed by a voter education program to help COSATU, NACTU and individual unions prepare their members to participate in the election.

The voter education project, launched in October 1993, has included a national training of trainers and regional seminars. A series of special seminars were held for shop stewards and, by extension, individual union members, their families and neighbors.

Coalition-building helps swing accord for Teamsters women

By Muriel H. Cooper

Thanks to international labor solidarity and innovative coalition-building, the older women who process fish at a Frionor USA Inc. plant in New Bedford, Mass., will keep their jobs.

The workers, members of Teamsters Local 59, had been targeted by a series of demands on work rules and strength tests that could have disqualified the women, most of whom are in their 40s and 50s, from their current jobs.

The four-year agreement came on the heels of a campaign involving IBT members in other cities and the International Union of Food Workers, as well as U.S. women's groups including Church Women United.

"Our members have worked hard for many years to make Frionor profitable," said David Cabral of Local 59. "We were surprised at the bullying tactics Frionor employed, but now it's time to start healing and rebuild our partnership."

Frionor, headquartered in Lysaker, Norway, agreed that no employees would be transferred to jobs they weren't able to perform. The company also agreed to withdraw its proposal for a permanent two-tier wage scale that would have encouraged the company to get rid of older workers. The employees will receive a 14 percent wage increase.

The Geneva-based IUF, an international trade secretariat with affiliates representing Frionor workers in Norway, helped put pressure on the company to reach a fair agreement.

Besides the Church Women United, a national ecumenical group active on social issues, the IBT received support from the National Council of Negro Women and the Older Women's League.

Dr. Pat Rumer, executive director of the Church Women United, said her organization is "very concerned about the current trend of employers to 'dump' older workers so that younger, lower-paid workers may be hired." The group alerted Long John Silver's, Frionor's largest customer, that the company was instituting policies to "lay off senior workers and fire workers who are sick or injured."

When the women appealed to Frionor's customers, alerting them of the company's employment practices, Frionor retaliated by suing the Church Women United for $1 million, accusing them of libel.

Rumer was surprised by the company's response. "We ask people all the time about their business practices and it's unusual for us to get this hostile a response," she said.

The company dropped the lawsuit after the Church Women United and the IBT joined in a six-city protest at Long John Silver's.

"This victory marks a new era of cooperation between labor and women's groups to fight for good jobs," said IBT President Ron Carey. "It was wrong for this fish company to implement policies that endanger older women workers, and it was wrong for them to bully Church Women United."

PED sees 'window of opportunity' in partnerships

Bal Harbour, Fla.

A window of opportunity has opened for unions and their members to work jointly with government employers to improve public service, the Public Employee Department's executive council was told.

On the federal level, the National Partnership Council and its recommendations to change federal labor relations are "a vehicle for unions to use to go forward," said Government Employees President John Sturdivant. "It gives us an opportunity to change our historically adversarial relationship to a full cooperative partnership."

PED Secretary-Treasurer John Leyden, a member of the NPC, called this partnership the most significant change since President Kennedy's executive order allowing federal workers to form unions. In particular, he noted the NPC recommendations for union security clauses and service fees for unit members.

William L. Clay (D-Mo.), chairman of the House Post Office and Civil Service Committee, said he would make sure that any legislation would give federal workers the same rights as private-sector workers. He also noted that James King, director of the Office of Personnel Management, has authorized checkoff for political contributions.

PED President Al Bilik and AFSCME President Gerald W. McEntee reported that Labor Secretary Robert B. Reich soon will announce the formation of a Task Force on Excellence in State and Local Government to study labor-management relations, similar to the private sector's Dunlop commission. That group is expected to be co-chaired by former New Jersey Gov. James Florio and Louisville, Ky., Mayor Jerry Abramson, president of the U.S. Conference of Mayors.

Florio told PED affiliates government can play a key role in improving the nation and society. "This can only be done through fair interaction and mutual respect on the parts of managers and workers," he said.

Joseph Dear, assistant secretary of labor for occupational safety and health, said his mission was to make sure that the law was enforced and that standards were upheld.

"Businesses will find that the cost of noncompliance has gone way up," he said, announcing that he wanted new stricter standards on tuberculosis and ergonomics.

House Majority Whip Rep. David Bonior (D-Mich.), leader of the House effort to defeat the North American Free Trade Agreement, said trade agreements should be based on the dignity of workers and the values of the nation.

"NAFTA was not the end," he said, "but just beginning of those forces who are trying to lower standards and wages."

Kate Bronfenbrenner and Tom Juravitch summarized their research on the higher rate of unionization among public employees than employees in the private sector.

Pena joins push for shipbuilding, revitalized fleet

Bal Harbour, Fla.

Transportation Secretary Federico Pena assured maritime unions he is on board in the grass-roots campaign for legislation to revitalize both the U.S.-flag merchant fleet and America's waning shipbuilding base.

"We cannot let this industry die," Pena said in commending the AFL-CIO Maritime Trades Department executive board for its role in forging a coalition of government, labor and shipping company leaders pressing to preserve the nation's merchant marine.

The MTD's 42 affiliated unions vowed to continue efforts to secure passage of the pending measure in the Senate. The House approved the bill, H.R. 2151, last November on a 347-65 vote. The legislation has the strong backing of the Clinton administration as well as a bipartisan coalition of the congressional leaders.

Stressing that President Clinton had demonstrated his commitment to preserving the U.S. merchant fleet by including a funding mechanism in "a very difficult budget," Pena called on the Senate to come aboard.

AFL-CIO Secretary-Treasurer Thomas R. Donahue said maritime revitalization remains a priority in the federation's legislation agenda, along with health care reform and the revitalizing of labor law.

Admiral Albert Herberger, head of the Maritime Administration, underscored the vital function of the merchant fleet in the nation's security.

"The need for an American merchant marine is directly linked to the role of the United States as a maritime nation with global initiatives," Herberger said. "This is why we hold firm in the face of endless attacks on cargo preference while we work to increase efficiencies and apply commercial practices to preference shipments."

Among resolutions were those calling for universal health care coverage, OSHA reform, labor law changes and continued funding of the Merchant Marine Academy. The MTD board also endorsed enactment of legislation that would discipline countries that unfairly subsidize their shipbuilding industries.

MTD President Michael Sacco, noting that talks to end foreign shipbuilding subsidies have dragged on nearly five years, said, "Enough is enough."

Rep. Gerald Solomon (R-N.Y.) noted that since U.S. shipbuilding subsidies were terminated in 1981, the nation has lost one third of its shipyards, 50,000 shipyard jobs and another 100,000 jobs in shipbuilding supplies.

Focusing on the importance for fair trade policies, House Majority Leader Richard A. Gephardt (D-Mo.) pointed out that the loss of middle-class jobs has created unbearable tensions in the nation's inner cities.

Also addressing the MTD board were Reps. Gary Ackerman (D-N.Y.), Peter Deutsch (D-Fla.) and Neil Abercrombie (D-Hawaii), who serve on the House Merchant Marine and Fisheries Committee. They warned that 1994 would be a make-or-break year for the U.S.-flag merchant fleet.

Abercrombie also scored a procurement plan being aired by the Department of Defense that would bypass existing "Buy American" provisions in federal law, including regulations of the Jones Act and cargo preference.

Other speakers included Director John C. Wells of the Federal Mediation and Conciliation Service and AFL-CIO Legislative Director Robert M. McGlotten.



Steve Yarmola/AFL-CIO News

Rep. Neil Abercrombie (D-Hawaii) addresses the AFL-CIO Maritime Trades Department's executive board. At right are MTD President Michael Sacco and Secretary-Treasurer Frank Pecquex.

Transportation unions urge infrastructure investment

Bal Harbour, Fla.

Transportation unions called on the Clinton administration and Congress to refurbish the nation's transportation network by investing in infrastructure and reversing misguided policies of privatization and deregulation.

The executive committee of the AFL-CIO Transportation Trades Department drafted policy recommendations and legislative priorities, then relayed those proposals during a meeting with Transportation Secretary Federico Pena.

TTD President Walter J. Shea called Clinton administration actions "a welcome departure from the anti-worker policies and laissez-faire neglect of the transportation system" that marked the Reagan and Bush years.

The nation must take advantage of this "genuine opportunity to revitalize the transportation infrastructure and ensure the well-being of the public, passengers, shippers, businesses, and the skilled men and women who make this system work," he said.

The TTD executive committee, with representatives of 29 transportation unions, outlined specific steps to address the serious problems in the aviation and aerospace industries. These included tax relief measures to restore industry profitability; the retention of current restrictions against cabotage and on foreign control of U.S. airlines; and tightening of federal requirements regarding airline financial fitness.

The resolution on aviation policy noted that the past few years have seen a record number of carriers in bankruptcy and liquidation, along with staggering financial and job losses.

The U.S. aerospace industry not only must contend with deferred and canceled aircraft orders, but with government-subsidized competitors, it said, adding that the nation's trade and industrial policies should be developed with "a more aggressive, targeted response to foreign competition and subsidies."

Sound aviation policy also must recognize the need to protect employees who have been or are likely to be displaced by mergers, acquisitions, international alliances and sales of route authority, the statement said.

In other resolutions, the TTD called for rescission of privatization rules for transit systems adopted under the Reagan and Bush administrations; extension of coverage under the Occupational Safety and Health Act to transportation and public sector workers; blocking efforts to dismantle or transfer the Interstate Commerce Commission; and rejection of efforts to transfer the functions of the Railroad Retirement Board to other public and private agencies.

Other legislative priorities adopted by the TTD session included limits on flight attendant duty time; establishment of airport fire, crash and rescue standards; opposition to government-imposed fuel economy standards that cannot be met with existing technology; the extension of U.S. labor law to vessels owned or controlled by U.S. citizens but which fly a foreign flag to evade U.S. laws; and an end to unfair electronic monitoring of workers.

The committee also met with Sen. Frank Lautenberg (D-N.J.), chairman of the transportation appropriations subcommittee, and Ernest Dubester, chairman of the National Mediation Board.

Report warns against cooperation 'mirages'

Continued from Page 1

These new partnerships build upon the historic beliefs of the labor movement. Unions have always sought "to improve the quality of worklife, to enhance the opportunities for workers to develop their skills and participate in the workplace, and to create industrial democracy — long before these approaches became fashionable."

But, until recently, workers and the unions that represent them have largely been kept outside of the management process. The dehumanizing system Taylor described is pervasive. Insurance companies, for example, assign workers to perform only one step in the processing of a claim. Governments do the same with a driver's license and even that distinctly American creation, the fast-food chain, uses the assembly line.

While that no longer is universally true, the report cautioned, "many employers continue to pursue variations on the old theme of making workers 'feel good' in order to make them work harder. . . . Other employers are enamored by top-down efforts to 'empower' workers to achieve ends that management sets for these workers."

Such approaches "are a mirage: they offer the appearance, but not the substance, of genuine worker involvement," the report noted. It traced the efforts of unions at a democratic and humane worksite, in which "genuine worker involvement" is encouraged.

Recognizing that the "obstacles to fundamental change in work organization and labor-management relations are formidable" and that the "pace of change has been slow," the report calls on unions "to take the initiative in stimulating, sustaining and institutionalizing a new system of work organization based upon full and equal labor-management partnerships."

The report also calls upon the AFL-CIO to help unions and employers "identify paths to success so that the labor movement can become more and more active in spreading a new model of work organization." Unions must be prepared both to respond to management proposals and to take the initiative in seeking the reorganization of work.

To help unions review and analyze proposals to separate legitimate employer offers from slick, empty promises, the AFL-CIO can coordinate — across unions, industries and countries — the training, instruction, experiences and insights on what works and what doesn't in designing new work systems, the report said.

"Partnerships formed along these lines will not substitute 'cooperation' for 'adversarialism' in labor management relations" as is often reported because workers and employers "do have some conflicting as well as common interests. But the fact that such conflicts do, will and must exist does not mean that labor-management relations must be antagonistic."

> *"Unions sought to enhance the opportunities for workers to develop their skills and participate in the workplace — long before these approaches became fashionable."*
>
> **— Thomas R. Donahue**
> **AFL-CIO Secretary-Treasurer**

The report pointed out that management has been fortified by a U.S. labor law that limits the scope of bargaining to "wages, hours, and other terms and conditions of employment" and by management rights clauses in contracts that reserve all uncovered matters to management.

The non-viability of that system is being recognized by many U.S. businesses that have found they cannot compete on the basis of price with goods produced by exploited cheap labor overseas — although too many have tried to compete by driving down U.S. wages. That employer recognition is finally driving it to the "high-tech, high-wage" solution.

Attempts at work reform are as old as the system, with failures of the 1970s not unlike the efforts of the 1920s, the report points out. But current efforts have learned from the failure of these piecemeal reforms and, in the industrial sector, new systems have helped save parts of the automotive and steel industries and have improved the performance of such major manufacturers as Xerox and Corning Glass.

New approaches also can be found in the public and service sectors, and the federal government currently is embarked on perhaps the largest experiment of all. From the successes come five principles:

- The separation between thinking and doing is ended.
- Workers are free to use their skill, training and ingenuity to do the right thing instead of the prescribed thing.
- The foreman is replaced by a team leader whose role is to lead, not dictate, as the traditional, multi-layered hierarchy becomes a flatter management structure.
- Workers, through their unions, are given a decision-making role at all levels of the enterprise.
- The rewards from the new system are shared equitably through negotiations.

The model combines individual participation with collective representation to create a more productive and more democratic organization. A partnership is required between two strong partners prepared to deal with each other as equals.

The labor movement will seek partnerships based on mutual recognition and respect, even though most employers never have come to terms with the legitimacy — much less the necessity — of worker organization. The structure must be rooted in collective bargaining, a recognition of the principle of equality and a dedication to specific, agreed-upon goals.

The challenge is formidable to managers accustomed to issuing orders and being judged on the short-term gain of the enterprise, the report notes. Similarly challenged are union leaders accustomed to rallying workers in response, or in opposition, to decisions by management. Add the human habit of resisting change and it's no surprise that although "fashionable," redesign has been limited to so few workplaces.

Unions must insist on the rights of workers to participate in shaping their workplaces and to join in making the decisions that affect their working lives. A strong union role will speed the implementation of new work systems, and that role must expand beyond terms and conditions of work to include strategic decisions that affect workers' lives.

Too many employers have sought to reduce workers' earnings in order to achieve economic prosperity, resulting in a continuing degradation in the standard of living for average Americans. That is in stark contrast to the policy of many industrialized nations that recognizes that prosperity is best achieved when highly skilled workers produce high-quality products and are fairly paid.

To achieve this "high-skill, high-wage" approach, the government must provide the legal framework and climate for real partnerships between labor and management. U.S. management must abandon its view of a "union-free" environment and recognize workers' rights to representation of their own choosing, the report concludes.

"The New American Workplace: A Labor Perspective" is available from the AFL-CIO by writing Pamphlet Division, Room 209, 815 16th St. N.W. 20006 or by calling 202-637-5041. Single copy free. Bulk rates available.

Companies should have no role in union vote, panel told

By Rex Hardesty

If you agree that the basic federal labor law was designed to end the servant-master relationship and give employers and employees their own vehicle to deal with each other, then why are employers involved at all in the employee decision to form or join a union?

Labor lawyer Bruce Simon asked that question of the federal Commission on the Future of Worker-Management Relations at its Feb. 24 meeting in Washington.

Employers answer, Simon said, by claiming a right to "inform" employees about unionization — an answer that is at best paternalistic if not insulting.

"The aim is not to produce an 'enlightened' worker, but to produce a frightened worker," Simon said.

Simon contrasted the fate of workers covered by the National Labor Relations Act with the high percentage of union membership in the Letter Carriers and Air Line Pilots, also represented by his firm, Cohen, Weiss and Simon, but not covered by the NLRA.

"The harsh reality our clients face under the National Labor Relations Act is in sharp contrast to our experience in the public sector and under the Railway Labor Act," Simon said. Both workers and management under the Railway Labor Act testified earlier that the commission should leave their law alone.

"Firings are the most dramatic, but not the only effective weapon in the employer's arsenal" to instill fear in workers who think they want a union, testified Allison Porter, recruiter for the AFL-CIO Organizing Institute.

She said that even after 12 years as an organizer, "it amazes me that some workers are strong enough to sit through the videos, the one-on-one meetings, the group meetings and withstand all the pressure and still support the union."

Porter quoted several of the young interns sent out by the the AFL-CIO institute and posed their dilemma: "If I'm honest about what they face, I'll scare them away. If I'm not, how will I live with myself?"

Porter presented each member of the commission with an AFL-CIO videotape of worker stories told at the commission's six field hearings. The tape was unveiled simultaneously at the AFL-CIO Executive Council meeting.

In the video, Casey Sharpe of the Teamsters addresses the "innoculation" with which organizers prepare workers for the upcoming ordeal of intimidation. It leaves the workers wondering "whether we really came here to help at all."

Also on the videotape are Judy Ray, a union advocate under constant surveillance in her department store job; "L.M.," a worker afraid to give his name as his unit faces the ultimate stonewall of surface bargaining by management; Debra Wright, who found the harassment intensified after she won reinstatement from an illegal discharge; Florence Hill, whose supervisor uses gross sexual confrontation to try to force her to resign; and representatives of 15 Hispanic janitors, 12 of whom were fired as soon as "union" was mentioned.

Joe Crump of the Food and Commercial Workers describes infiltrating a union-buster seminar at which the instructor drew a large circle to depict what an employer can do to prevent votes for a union and a tiny circle in the middle to show how many of those activities are illegal. He then X-ed out the small circle, noting there were no penalties for those activities anyway.

The AFL-CIO tape was designed to give all 10 members of the commission, chaired by former Secretary of Labor John Dunlop of Harvard, an overview of the field hearings, which were normally conducted by panels of three commissioners.

In conjunction with the televised cases, the pervasiveness of employer practices was documented by Professor Richard W. Hurd of Cornell in a paper Porter gave the commission. Hurd catalogued 167 organizing campaigns for the AFL-CIO Industrial Union Department, selecting 20 cases as representative of the array of union-avoidance schemes used by employers when they first hear of employees wanting to form a union.

The study breaks the various campaigns into their common features and concludes, "given the widespread animus displayed toward unions and the current state of labor law, employer abuse of the right to organize is bounded only by the ingenuity of the lawyers" and other union busters.

Hurd reported that a California hospital paid a union-busting consultant the equivalent of $500 a head to keep its employees from voting for AFSCME. A Pennsylvania poultry firm pressed its threat to close the plant if it went union, with an oversized padlock designed to make the point to immigrant workers who speak seven different languages.

Another panel at the Feb. 24 hearing included Matthew Finkin and John Lawler of the University of Illinois, Henry Farber of Princeton and Jack Getman of the University of Texas.

Getman described the legal remedies available for surface bargaining, but not for "hard bargaining." Either way, employer intransigience is rewarded when employees have no choice but to strike and the law allows "permanent" replacements and a decertification election.

"An employee, otherwise favorable to unions, with a realistic understanding of the risks posed by current law, could well decide to vote no in a representation election," Guttman concluded.

ECONOMY

Council spells out remedies to spur job growth

By John R. Oravec

With unemployment remaining historically high despite signs of economic resurgence, the AFL-CIO Executive Council called on the Clinton administration and Congress to implement a series of needed remedies to foster a full-employment economy.

"For many millions of American workers, the trend continues to be one of declining real wages, growing job insecurity and an eroding standard of living," the council said at its Bal Harbour, Fla., meeting.

Employers continue to "downsize" their payrolls even as a rebounding economy offers some job creation. In December alone, employers eliminated an average of 20,000 jobs a week.

More than one-third of the displaced U.S. workers now are in jobs with substantially lower wages and benefits, and another third are unemployed or have dropped out of the labor force, the council said.

Besides calling for cooperation with other industrialized countries to reduce unemployment, it urged the administration and Congress to deal with the U.S. unemployment problem by:

- Eliminating current tax and trade policies that contribute to the destruction or export of U.S. jobs, including the foreign tax credit that deprives the federal treasury of $16 billion in revenue annually while rewarding multinational corporations for shipping out American jobs.
- Supporting new international trading rules that require countries with trade surpluses to reduce the excessive imbalances. All trade agreements should be keyed to protecting worker rights and internationally recognized labor standards.
- Setting monetary policy that is as geared to reaching full employment as it is to curbing inflation. Members appointed to the Federal Reserve Board should be committed to lowering unemployment.
- Launching a substantial public works program that could be financed outside the current budgetary straitjacket with special bonds that would be secured by a modest increase in gasoline or other energy taxes.
- Revitalizing housing construction, paid for by capping the deductible interest on mortgages at $300,000. This new cap, down from $1 million, would generate an additional $4 billion a year in federal revenues.
- Curbing excessive overtime by increasing the premium to triple time on all hours over 40 per week. More job opportunities could result from decreasing the workweek to 35 hours without reducing pay.
- Improving training and assistance programs for displaced workers. A revitalized employment service system is needed that requires employers to list all job vacancies, along with upgraded assistance to the jobless to improve their skills and help them find jobs.
- Reforming welfare programs with training, education and jobs for the poor to escape the dependence on welfare. It is vital that the jobs provide fair pay and do not displace incumbent job holders.
- Defeating the flawed balanced budget amendment that was before the Senate as the council met. Forced budget balancing would kill the recovery and limit the economy to slow growth and needlessly cause high unemployment.

In a separate statement, the council also called for renewing the Emergency Unemployment Compensation (EUC) program for the long-term jobless, which expired Feb. 5.

More than 700,000 displaced workers were eligible for the EUC benefits when the program ran out, the council said. It noted that at the start of 1994, one of every five unemployed workers was jobless more than six months or longer and exhausted their state UI benefits.

The labor body endorsed the recommendations of a congressionally mandated advisory panel that recommended the extension of the EUC for six months or until Congress revises the state-federal extended benefit program.

In an economy where long-term unemployment remains high, the panel's recommendations "would provide an economic cushion for many working women and men who badly need it," the council said.

DATA

Real GDP	
Fourth quarter 1993 (revised)	+7.5 percent
Consumer price index	
January CPI-W	+0.1 percent
Real weekly wages	
January	+1.5 percent
Trade deficit	
1993	$115.8 billion
1992	$84.5 billion

GDP booms at year's end

The U.S. economy advanced at a robust 7.5 percent annual rate in the last three months of 1993 to post its best performance since the 7.9 percent surge in the first quarter of 1984.

According to revised data from the Commerce Department, the advance in the gross domestic product was substantially higher than an initial estimate of 5.9 percent issued in early February.

The fourth quarter surge in the GDP, the nation's total output of goods and services, was more than double the 2.9 percent rate turned in during the July-September quarter. Despite the sharp upturn, the inflation index of the GDP price deflator inched up at only a 1.3 percent rate, the smallest advance since mid-1992.

For all of 1993, the GDP grew 3 percent. That is the best annual growth rate since the economy expanded 3.9 percent in 1988.

Real pay rises 1.5%

Real weekly earnings of production workers rose 1.5 percent in January, the best gain since the 1.1 percent upturn of last May, the Bureau of Labor Statistics reported.

Despite the increase, real pay was just 1.3 percent ahead of January 1993. And worker buying power has gone down 6.6 percent since 1984. Even in 1993, real pay is still was hit with average weekly declines of 1 percent in June and 1.2 percent in September.

BLS attributed the January pay gain to a 0.9 percent rise in weekly hours and a 0.7 percent gain in hourly earnings, while the consumer price index for urban wage earners (CPI-W) rose just 0.1 percent.

Among major components of the CPI, the costs of food, housing and miscellaneous items edged up 0.1 percent, while transportation costs dipped 0.2 percent.

The cost of medical care rose 0.3 percent, and was up 5 percent over the past 12 months — more than double the overall CPI-W increase of 2.4 percent.

Trade deficit surges 37 percent in 1993

The United States was battered with a $115.8 billion foreign trade deficit last year, the worst imbalance since 1988. The deficit surged 37 percent above the 1992 shortfall of $84.5 billion.

The Commerce Department reported that imports of merchandised goods jumped by $48 billion to a record $581 billion, while exports edged up $17 billion to $465 billion, also a new high.

More than half of the 1993 shortfall came in transactions with Japan, as the U.S. bilateral trade gap soared to a record $59.3 billion. Japan shipped $107.3 billion worth of goods to U.S. markets, but limited imports from the United States to $47.9 billion.

The U.S. trade posture in North America continued to worsen last year. The country's deficit with Canada widened to $10.7 billion from $7.1 billion in 1992, while the trade surplus with Mexico shrank to $1.7 billion from $5.4 billion a year earlier.

America's overall trade performance with Canada and Mexico is expected to deteriorate further with the implementation of the North American Free Trade Agreement, AFL-CIO international trade economist Mark A. Anderson said.

With the eroding pattern in trade taking hold, the United States likely will be posting a deficit with Mexico by the end of the year, Anderson warned. "America's industrial workers will be paying for the flawed NAFTA with their jobs and reduced wages for years to come."

Trade analysts estimate that for each $1 billion in transactions, 22,000 jobs are created or destroyed. The net effect is: exports create jobs; imports destroy jobs.

The Commerce Department data showed that the U.S. deficit in manufactured goods for 1993 amounted to $125.7 billion, nearly $10 billion more than the overall trade imbalance. Helping offset the shortfall was an $18.2 billion surplus in agricultural commodities.

After Japan, the next largest bilateral trade deficit was with China, which widened to $22.8 billion from $18.3 billion in 1992.

Further concern about the U.S. international trade position emerged in the dealings with European nations and the pending approval of the reconstituted General Agreement on Tariffs and Trade.

After a long string of trade surpluses with Western Europe, including a $6.4 billion edge in 1992, the United States was saddled with a $1.9 billion deficit last year.

One bright spot in the Commerce Department report was that the trade deficit in December narrowed to $7.4 billion from $9.7 billion in November.

— John R. Oravec

Clinton backed on opening Japan's markets

Bal Harbour, Fla.

The Clinton administration is on the right track in its efforts to reduce the massive U.S. trade deficit with Japan by suspending negotiations, the Executive Council declared.

Because Japan restricts entry of American goods while enjoying virtually unlimited access to U.S. markets, the nation has run up a $500 billion trading shortfall since 1980.

"That imbalance," the council said, "has cost the United States hundreds of thousands of high-wage, high-skill jobs and seriously weakened our country's industrial base."

It pointed out that dozens of trade agreements over the past decade — all hailed as market-opening measures — have failed to correct the burgeoning imbalance.

In 1993, the U.S. trade deficit with Japan grew to an all-time high of nearly $60 billion — more than double the shortfall with all other trading nations.

The long-running U.S.-Japan trade imbalance is unacceptable and empty agreements are no cure, the council said.

"A results-oriented approach to permanently reducing our trade deficit with Japan will require further steps toward a new trade policy that insures fair treatment," the council said in urging the administration and Congress to take immediate action.

The council also called on President Clinton to suspend the export of timber to Asia for processing.

The export of raw logs has thrown the timber and wood products industry in the U.S. Pacific Northwest into a crisis with layoffs of thousands of wood workers while millions of acres of forest land have been devastated.

One reason for the crisis is that "the Japanese government imposes a high tariff on processed lumber, but no tariff on unprocessed raw logs," the council noted. "That has given giant U.S. timber companies an incentive to ship raw logs to Asia for processing."

Since 1982, raw log exports have skyrocketed with the shipments of billions of board feet of Northwest lumber, pushing up U.S. lumber prices.

"Meanwhile, the timber companies have closed more than 230 mills in the last decade, thrown thousands out of work, and continue to export one out of every five harvested trees," the council said.

Besides taking steps by the administration and Congress to stop the export of logs, the council called for negotiations to eliminate Japanese tariffs on processed lumber and paper.

NEWSMAKERS

Charles McDonald is the new president of Union Privilege, the benefits program that brings union members the value of group purchasing and other advantages. He succeeds **David Silberman,** who will head the new AFL-CIO task force on labor law, AFL-CIO President **Lane Kirkland** announced at the Executive Council meeting in Bal Harbour, Fla. McDonald has been executive assistant to Secretary-Treasurer **Thomas R. Donahue** since 1987 and previously was director of Organization and Field Services.

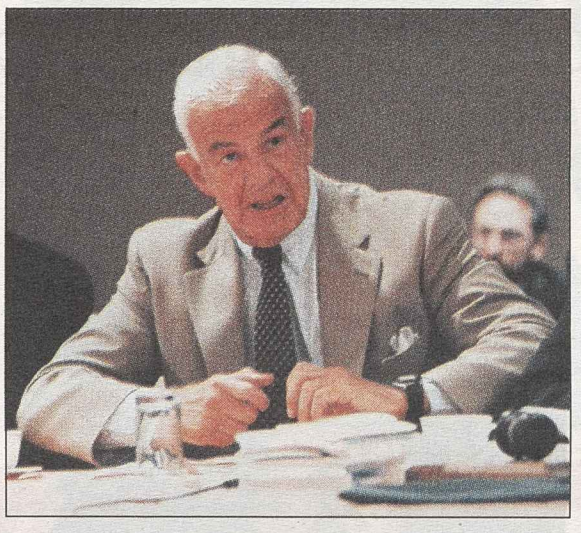
The National Labor Relations Board is up and running with the Senate confirmation March 2 of three new board members and a general counsel. **William Gould** will chair the board, joined by members **Margaret A. Browning** and **Charles I. Cohen** and general counsel **Fred Feinstein.** Feinstein is a former counsel of the House Education and Labor Committee.

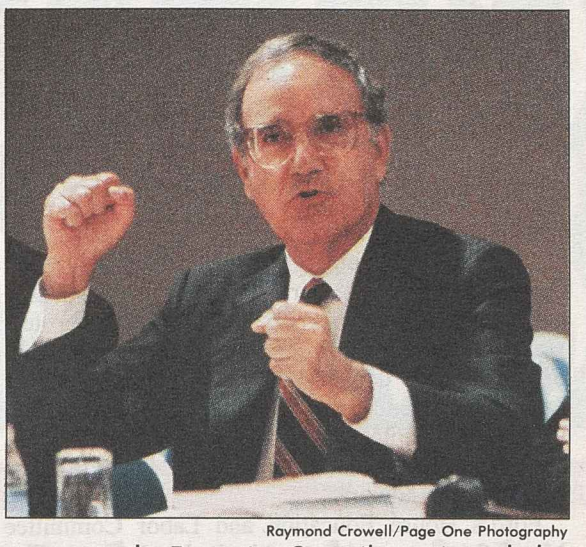
The AFL-CIO Executive Council said goodbye to **Georgia Dunfee** with a rousing standing ovation. Dunfee, who is retiring after 37 years with the federation, arranged meetings and conventions as facilities management director.

She is succeeded by **Nancy Tutt,** who moves to facilities management from the general counsel's office.

Government Employees President **John N. Sturdivant** announced the appointment of **Magda Lynn Seymour** as director of communications. Seymour comes to the AFGE from the Service Employees, where she was director of field communications for organizing and field services. She previously worked for the AFL-CIO Department of Information and the Michigan AFL-CIO.

Jim Hightower, whose weekday radio commentaries are co-sponsored by the AFL-CIO, has joined ABC-Radio Networks for a new three-hour weekend call-in talk show called ''Hightower Radio.'' The program, premiering the weekend of May 14-15, can be heard at 1 p.m. EDT.





Raymond Crowell/Page One Photography

House Speaker Thomas Foley, left, and Senate Majority Leader George Mitchell took combative stances at the Executive Council meeting, pledging to fight for worker issues on Capitol Hill.

AWARDS

Rep. William D. Ford (D-Mich.) has been selected to receive the 1994 AFL-CIO Murray-Green-Meany Award for community service. Ford, the longtime chairman of the House Education and Labor Committee who is retiring next year, has sponsored many important pieces of labor legislation, including a pending bill to reform the Occupational Safety and Health Act.

AFL-CIO President **Lane Kirkland** was honored by the National Council on Disabilities ''for outstanding leadership in promoting rights and independence of people with disabilities.'' Kirkland received a plaque from disabilities council representative **Jack Gannon**, former president of the Fire Fighters, during the AFL-CIO Executive Council meeting in Bal Harbour, Fla.

DEATHS

James E. Wolfe, a nationally prominent labor educator, died Feb. 27 from respiratory failure. He was 78.

Wolfe was a Postal Worker in Louisville, Ky., before he moved to Cincinnati in 1956 to organize the Greater Cincinnati Labor Education Conference, which later expanded into a full-scale leadership training program. During the Ford administration, he served on the Labor Department joint labor-management committee to explore ways to promote safety and health in the workplace.

In 1984, Wolfe spearheaded the creation of the Sylvis Society, a national organization of labor educators and historians dedicated to the study of labor history. The society is named after William H. Sylvis, a 19th century president of the Molders.

AFTRA wins first interactive pact

The Radio and Television Artists ratified their first comprehensive contract covering talent in interactive media productions.

Interactive media allows the viewer to become a participant in an entertainment medium like television. It is one of the fastest-growing markets in the entertainment industry, according to the union.

The agreement between the union and Electronic Arts Productions, a worldwide leader in the interactive entertainment industry, covers talent in all on-camera and off-camera performing categories and on all interactive media platforms. The minimum salary for players paid by the day is $485.

''We consider this contract to be extremely important to the future of both this industry and our members — for whom it provides new work opportunities,'' said AFTRA's Karen Karnow Stuart, the chief negotiator and assistant national executive director. ''AFTRA has devoted considerable time and resources to understanding the unique requirements of new communications technologies.''

The contract, effective through June 30, 1995, also is the first effort by interactive industry producers and performing artists to address issues that include the emerging information superhighway.

Talks with other interactive media producers are in progress, the union said.

Leslie Fay apparel workers to get back pay

Workers at a Pennsylvania Leslie Fay plant will receive almost $50,000 in back pay and benefits because the plant shutdown violated an agreement between the company and the Ladies' Garment Workers.

Arbitrator John E. Sands said apparel manufacturer Leslie Fay is obligated to pay wages and benefits to some 70 workers who were laid off temporarily at the company's Julie II plant in late 1993 despite an agreement by the union on significant economic concessions in exchange for the plant remaining open.

''This decision constitutes the ultimate vindication of the rights of all the workers who made a bargain in good faith with Leslie Fay only to have the company refuse to honor that bargain,'' said ILGWU President Jay Mazur. ''We are deeply gratified that these workers are going to receive this just compensation.''

RESOURCES

PUBLICATIONS

The new listing of 1994 cars and trucks assembled by UAW members in U.S. plants is now available from UAW Public Relations and Publications, 8000 E. Jefferson Ave., Detroit, Mich. 48214.

The AFL-CIO Public Employee Department has two new publications, **The Human Costs of Contracting Out: A Survival Guide for Public Employees** and **Seeking Excellence in State and Local Government**. The report on contracting out highlights legislative and contractual strategies and outlines successful union campaigns to use increased public awareness to keep government services public and accountable. The second publication presents discussion from a two-day symposium hosted by the State and Local Government Labor-Management Committee of which PED is a member. The Human Cost of Contracting Out is available for $3.50 and the report on the symposium is available for $3 from the PED, 815 16th St. N.W., Washington, D.C. 20006.

VIDEO

Deadly Corn tells the story of the 750 members of Paperworkers' Allied Industrial Workers Local 837, who have been locked out by the A.E. Staley Co. since April 27, 1993. The 28-minute VHS video cost $15 VHS. Call 217/876-7006.

AUDIO

The winter 1994 edition of **Off-Center,** the hour-long quarterly magazine produced by the George Meany Center for Labor Studies and the AFL-CIO Education Department, has writing tips and information on labor history, union stewards, sexual orientation discrimination and a UAW organizing victory. Subscriptions are $24 for one year, $42 for two years and $56 for three years. Write Off Center, the Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

LABOR STUDIES

The George Meany Center for Labor Studies will offer the following workshops during March and April:

Effective Grievance Administration (March 13-18) — New approaches for improving grievance procedures are highlighted, limited to experienced advocates in grievance arbitration.

Using Computers for Contract Costing (March 13-17) — Participants will be shown how to use computers in contract negotiations, with a primary focus on off-the-shelf spreadsheet software.

Organizing Techniques I (March 13-18) — This review of key elements of an organizing campaign includes targeting, house calls, picking winning issues and developing plant committees.

Newswriting and Editing for Union Publications (March 20-25) — For new and experienced union editors who want coaching on how to make their publications more readable and expand their readership, classes are held on layout and design, laws for union editors, photo-editing, headlines and newswriting.

Labor Law in the Construction Industry (March 20-25) — A specialized course for building trades leaders and staff using case studies and exercises to develop understanding of new legal issues in construction labor law.

Occupational Safety and Health (April 10-15) — Union officials are assisted in responding effectively to the complex problems relating to chemical and physical hazards in the workplace through a mix of problem-solving approaches.

Effective Union Action in Civil Rights (April 17-21) — This is the annual conference of the AFL-CIO Civil Rights Department for civil rights and women's rights designees of the AFL-CIO unions.

Craft of Negotiating (April 17-22) — A study of negotiating tactics to avoid impasses in bargaining, grievance and leadership situations.

Effective Writing (April 24-29) — This workshop for union leaders explores and improves their writing and helps them master certain writing formats. Participants are coached by professional writers.

For more information about labor studies programs, write or telephone the Registration Office at the George Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20903. Telephone 301/431-6400. FAX 301-434-0371.

'Time to stop the carnage' with OSHA reform

Workers Memorial Day puts face on statistics

Continued from Page 1

The legislation would give workers a voice in their own protection by requiring joint safety and health committees at the workplace. It also would protect workers from getting fired if they expose job hazards or refuse to do dangerous work.

It would extend coverage to millions of state and local public employees currently excluded from protection, and would address the special hazards of the construction industry.

Ford's House Education and Labor Committee March 2 began marking up the legislation, rejecting several Republican proposals to strip major provisions from the bill. Markup is slated to be completed March 9.

Additional hearings are likely on the Senate side, with action by Kennedy's Senate Labor and Human Resources Committee in April.

Kirkland noted that labor has joined in the Coalition for Safe Jobs, which includes civil rights, environmental, public health and religious organizations, and pledged the federation's efforts because ''we believe that it is time to stop the carnage and fulfill the original OSHAct's promise of a safe job for every working American.''

The grim statistics are familiar to proponents of the reform legislation — 10,000 workers killed each year on the job, another 6 million injured or made ill, and a $115 billion tab for employers each year for work-related injuries.

Labor needs to counter the business opposition through stepped up lobbying and grass-roots efforts to explain why the legislation is needed and what it would do, Williams said in his report to the council.

''The AFL-CIO has developed educational and support materials on the legislation, and in coordination with the bill's sponsors is organizing a series of congressional briefings and debates,'' Williams told the council.

AFL-CIO Occupational Safety and Health Director Peg Seminario said as part of the campaign, ''we're looking for representatives from all the unions to come and tell their stories to Congress and put a face on the dismal numbers.''

The AFL-CIO plans to organize an April 28 Workers Memorial Day event in Washington highlighting victims of workplace injuries and illnesses from across the country.

This year's materials and events also will be focusing on OSHA reform, with a theme — ''Our Jobs Are Killing Us'' — designed to convey the human toll of workplace injuries on workers and their families, Williams said.

In addition, the federation is encouraging affiliates to organize local events that also highlight victims of occupational injuries and illnesses and the need for legislative changes.

Williams also reported to the council on the administration's overall regulatory program.

''The administration has announced that standards on ergonomics, tuberculosis and fall protection will be top priorities and that it will be stepping up OSHA enforcement,'' he said. President Clinton has proposed a $23 million increase in the OSHA budget, he said, most of it directed toward enforcement.

One remaining problem area is the exclusion of unions from settlement discussions on major enforcement cases, Williams said, but discussions continue between the federation, affiliates and the Department of Labor.



Raymond Crowell/Page One Photography

Vice President Gore stresses the Clinton administration's support for OSHA reform and other labor issues at the winter meeting of the AFL-CIO Executive Council.

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UNION YES

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BARGAINING

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AFL-CIO NEWS

VOLUME 39, NUMBER 7

MARCH 21, 1994



Bill Burke/Page One Photography

More than 1,000 trade unionists rallied in front of the White House for the Workplace Fairness bill.

Political support boosts strikers

By James B. Parks and Muriel H. Cooper

Unions have gained political support in two of the longest-running disputes involving ''permanent replacement'' of strikers as a bill to ban the practice finally may be headed to a vote.

The two-and-a-half-year-old dispute between the Teamsters and Diamond Walnut Growers is moving to negotiations after both sides accepted Labor Secretary Robert B. Reich's offer to sit down with the nation's top labor mediator, Federal Mediation and Conciliation Service Director John Calhoun Wells.

Nevada Gov. Bob Miller, meanwhile, blamed the management at the Frontier Hotel and Casino after the fact finder-mediator he appointed reported the company apparently does not want to settle the 27-month old dispute with striking workers.

President Clinton, in a letter to AFL-CIO Industrial Union Department President Elmer Chatak, said S. 55, the Workplace Fairness Act, ''would correct a glaring inequity in our collective bargaining system and in workers' rights, allowing workers to strike without fear of losing their jobs.''

''Be assured that my administration will work for final passage of the Workplace Fairness bill in the Senate when it comes up for consideration.''

The administration also added impetus to the labor effort to get the bill to the Senate floor next month when senior White House adviser George Stephanopoulos, echoing AFL-CIO President Lane Kirkland, urged Democratic leaders to force opponents of S. 55 to filibuster the old-fashioned way, to stay in session around the clock.

Stephanopoulos, addressing an IUD rally in front of the White House, said Senate Democrats should be prepared, through the floor fight, to force Republicans out in the open and ''make them explain their opposition'' to worker rights. A Senate filibuster also thwarted the bill two years ago.

Continued on Page 11

Labor principles for health care advance on Hill

Employer mandate backed as campaign progresses

By Colleen M. O'Neill

Support for the employer mandate to fund health care reform came in a House vote and in Senate testimony, as the AFL-CIO continued its grass-roots push to ensure that comprehensive reform is realized this year.

The House Ways and Means health subcommittee chaired by Rep. Fortney ''Pete'' Stark (D-Calif.) narrowly turned back a challenge to the employer mandate, a keystone of the Clinton plan and the AFL-CIO's principles, by a 6-5 vote March 15.

That vote — taken on Stark's alternative to Clinton's Health Security Act — was the first on-the-record action on health care reform in this Congress.

In testimony March 17 before the Senate Finance Committee, Service Employees President John J. Sweeney spoke on behalf of the employer mandate, noting the competitive disadvantage suffered by employers who provide insurance not only to their workers, but to their working spouses.

''In essence, they are subsidizing their competition,'' Sweeney said. ''The growing disparity in labor costs between firms that do provide health insurance and those that don't is generating serious distortions in the labor market.''

''The AFL-CIO strongly supports requiring all employers to contribute to the cost of their workers' health insurance,'' he said. ''The strength of this approach is that it builds on the existing system. Nearly two-thirds of the non-elderly have employment-based coverage.''

Senate Democratic Policy Committee Co-Chairman Thomas A. Daschle (D-S.D.) released a letter March 9 pledging support for the employer mandate as a fair and practical means for achieving universal coverage that was signed by 110 national organizations, businesses and unions.

Among union signatories were the AFT, AFSCME, Clothing and Textile Workers, Bakery, Confectionery and Tobacco Workers, Bricklayers, Electronic Workers, Food and Commercial Workers, Fire Fighters, Government Employees, Ladies' Garment Workers, Letter Carriers, Mine Workers, Postal Workers, Service Employees and UAW.

Continued on Page 3

Re-employment 'first-step' needs resources, commitment

By Candice Johnson

The Clinton administration's re-employment initiative ''is a welcome step in the right direction,'' but one that will need resources and a restructuring of national policies to achieve its goals.

That was the assessment of AFL-CIO President Lane Kirkland, who applauded the administration's recognition ''that government does indeed have a critical role to play in helping dislocated workers find new and better jobs.''

Kirkland made his remarks at a meeting of Employment Security agency officials in Washington. Earlier, Kirkland, Service Employees President John J. Sweeney and AFL-CIO chief economist Rudy Oswald attended the White House session at which President Clinton, along with Labor Secretary Robert B. Reich, outlined the re-employment program.

The bill — the Re-employment Act of 1994 — would establish a five-year, $13 billion program for job training and services for dislocated workers. It would combine six separate programs, including trade adjustment assistance and the TAA program established by the North American Free Trade Agreement, and would offer ''one-stop shopping'' for job search, counseling, training and other assistance.

Every year, some 2 million workers are likely to be laid off, with little chance of regaining their old jobs. These dislocated workers are the focus of the administration's program, with the services later to be made available to all job seekers.

The AFL-CIO, while strongly endorsing the need for an overhaul of the nation's job training system, does not believe that TAA programs should be folded into the measure.

Instead, the federation argues that TAA should be retained as a separate program — aiding workers affected by U.S. government action on trade and imports — and extended to other victims of government policies, such as those hurt by defense downsizing or environmental policies.

Kirkland told the conference that the government's 30-year promise to aid workers displaced by trade policies is more important than ever.

''As new trade agreements are signed and technol-

Continued on Page 16

Global view: Participation works best with unions

By Rex Hardesty

The federal Commission on the Future of Worker-Management Relations heard experts from around the world describe workplace redesign through employee participation — with and without representation for those employees.

The witnesses from Germany, Japan, France and Australia weren't drawing conclusions, but their evidence clearly showed that employee participation programs work best and last longer when the employees have a strong union as a voice.

"Works councils seem to work best with strong unions involved in their operation while preserving the distinction between participation and collective bargaining, especially over wages," said Wolfgang Streeck of the University of Wisconsin, who is also a senior fellow at the Berlin Institute for Advanced Studies.

That squares with what the commmission was told earlier when Jerome Rosow, president of the Work in America Insitute, said that on a pure cost basis, "joint programs with the union are about 30 percent more efficient than programs without the union."

And it squares with last month's report from the AFL-CIO Evolution of Work Committee, which described the best design as ones in which "new partnerships restructure decision-making processes from the shop floor to corporate headquarters so as to enhance collective worker representation."

But how we get there, which is the question former Secretary of Labor Ray Marshall was asking in assembling the panels, got much less definitive answers. Both Marshall and Streeck pointed out the old mode, where one worker does an assigned task only in the assigned way, is difficult to let go.

For a long time, Marshall said, workplace redesign was stopped by hubris, a presumption that "American is best." But he also cautioned against superficial attempts to "transplant" foreign models, noting the rush to mimic the Japanese "quality control circles."

A third blockade is ideology, as in "the government is involved, so that's socialism," Marshall said. And several of the academic witnesses noted employer associations among the variables.

Jack Sheinkman, president of the Clothing and Textile Workers, noted that even employers who oppose U.S. unions most harshly adjust overseas where a strong union is part of the culture. Kodak was cited as an example.

Japan and Canada, with labor laws most similar to ours, treat unions as part of a social partnership, not as a "third-pary interloper." As partner, unions can be "value-added," Sheinkman said, as ACTWU's cooperative program with Xerox proves.

Given U.S. employers' refusal "in 99 out of 100 cases" to stay out of representation elections and let employees make their own choice, he asked, "how can you expect relations to be other than adversarial?"

Sheinkman saw a ray of hope for a more cooperative attitude from management in recent corporate upheavals. Boards of directors are not as apt to be handpicked by CEOs, he said, and the new accountability to stockholders, including institutional investors, brings pressure to take a look at performance and possibly to consider redesign.

The meeting was the 10th for the commission, which Chairman John T. Dunlop has said will make its interim, fact-finding report in late May. Commission recommendations will come later in the year. Dunlop said the next meeting April 6 will focus on federal regulation and dispute resolution.

Study: Private-sector workers at disadvantage

The first full study of organizing by AFL-CIO unions revealed a different world in public employee representation elections, where the virulent opposition of private employers is not present.

The study found 85 percent of public employees vote for a union and the union wins more than 80 percent of the elections. In the private sector, in contrast, AFL-CIO unions recently nudged above 50 percent in victories for first time in a decade.

Kate Bronfenbrenner of Cornell University and Tom Juravich of the University of Massachusetts-Amherst unveiled the study, begun in 1988, at the sixth annual Larry Rogin Lecture, sponsored by the George Meany Labor Studies Center and Archives. The study, "Seeds of Resurgence: The Promise of Organizing in the Public and Private Sectors," was presented March 11 at the AFL-CIO.

In the public sector, the "most vile forms of union busting are restrained by the power of public opinion and its connection to the political process," if not out of some concern for the public service, the report said.

The spectacular win rates in the public sector are diminished somewhat by the fact that 6 million — or 30 percent — of all public employees live in the 14 states that deny these workers a right to form their own organizations.

Al Bilik of the AFL-CIO Public Employee Department told the audience that 40 percent of public employees of state and local government are organized and if all states granted public employee bargaining rights, the national figure would be 60 percent unionized.

In testimony last November before the Commission on the Future of Worker-Management Relations, AFL-CIO President Lane Kirkland insisted there is no difference between public and private employees, or the work they do. But the contrast in public and private employer conduct can be traced to the different labor laws — or, more accurately, to the lack of enforcement of the National Labor Relations Act.

On organizing, the Bronfenbrenner and Juravich study found successful campaigns had:

- Reliance on a strong in-plant committee, preferably not less than 10 percent of the unit.
- Representation cards signed by 65 percent to 75 percent of the unit before the election petition is filed, since employer intimidation routinely turns around 10 to 20 percent of the union yes votes.
- Planning for a first contract, including election of the bargaining unit, early in the campaign so the goal of the undertaking is kept in focus and a permanent union presence is felt.
- More emphasis on personal, one-on-one discussion and particularly house calls, because only in their own homes do workers feel free to discuss workplace issues without fear of reprisal.

To redesign the workplace, unions have to show the way

The following is excerpted from "The New American Workplace: A Labor Perspective." See Page 15 for information about obtaining copies of the report

The system of work organization that has been dominant in the United States for the better part of this century does not respect basic worker rights, recognize worker potential, and in consequence does not satisfy basic worker needs.

The labor movement has sought, since our earliest days, to improve the quality of worklife, to enhance the opportunities for workers to develop their skills and to create industrial democracy — long before these approaches became fashionable.

But unions have largely been kept outside of the management process by an environment and legal framework in which it has been deemed to be management's sole prerogative to decide what work is done, when, how, where, and by whom.

Over the past decade, however, an increasing number of employers have concluded that this system of work organization no longer serves their needs and have been open to joining with the unions representing their workers to create partnerships to transform the work system.

By restructuring jobs and work processes, these new systems fundamentally redesign the role and responsibilities of workers and managers so as to provide new levels of *individual worker participation* in the workplace. At the same time, these new partnerships restructure decision-making processes from the shop floor to corporate headquarters so as to enhance *collective worker representation.*

Despite all the talk about the workplace of the future, the truth is that the great majority of workers continue to labor in traditional work systems in which they are expected to do only what they are told.

Left to its own devices, management is most likely to continue to adhere to the old ways of organizing work or to pursue work reorganizations which leave the underlying power relationships unchanged and which offer the appearance, but not the substance, of genuine worker involvement.

It is unlikely in the extreme that such management-led programs of employee involvement or "empowerment" can sustain themselves over the long term. It is certain that such systems cannot meet the full range of needs of working men and women.

It is thus incumbent upon unions to take the initiative in stimulating, sustaining and institutionalizing a new system of work organization based upon full and equal labor-management partnerships. Such a system presupposes, of course, partners prepared to deal with each other as equals in an atmosphere of mutual recognition and respect.

For unions, offering such recognition and respect has never been difficult; finding employers willing to reciprocate has been the rub.

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LEGISLATION

OSHA reform bill clears first House hurdle

By Colleen M. O'Neill

The House Education and Labor Committee has reported out legislation that would significantly alter the nation's job safety laws.

The committee approved the Comprehensive Occupational Safety and Health Reform Act, H.R. 1280, on a 26-17 vote March 10. The panel's mark-up took three days, indicative both of the legislation's complexities and of the opposition of employers and conservative ideologues pursuing an anti-OSHA tradition.

The panel's version retains the major provisions of the original measure as introduced by Rep. William D. Ford (D-Mich.), the committee chairman, but includes several changes suggested by the Clinton administration.

During the crafting process, the panel rejected several Republican attempts to significantly weaken major provisions.

The legislation would give workers a greater role in their own safety and health through the establishment of joint labor-management safety committees in workplaces with more than 10 employees, or through other employee participation plans. It also would require written health and safety programs.

Other provisions would subject employers to stronger criminal sanctions, while extending OSHA coverage to the 10 million public employees currently exempted.

Changes put forward by OSHA Administrator Joseph A. Dear in testimony last month were reflected in the final measure. The time frame for OSHA to respond to petitions for rule-making and standard-setting was lengthened, for example, and state and local governments were given an 18-month start-up time to come into compliance with OSHA standards.

Other changes eliminated the requirement that OSHA inspect in the wake of every informal complaint and required that a party to an OSHA rule-making exhaust administrative remedies before raising a judicial claim challenging a standard.

In addition, the portion of the measure dealing with construction safety was streamlined.

The House Post Office and Civil Service Committee, chaired by Rep. William Clay (D-Mo.), is next to consider the measure before it can be acted on by the full House.

On the Senate side, AFSCME President Gerald W. McEntee is slated to testify on a similar bill, S. 575, before the Labor and Human Resources Committee March 22, along with the labor commissioners from Vermont and Minnesota and several business representatives.

Sen. Edward M. Kennedy (D-Mass.), the chair of that committee, has said he would like to mark up the bill this spring.

Grass-roots activities designed to build support for better job safety laws continue. The Coalition for Safe Jobs has 60 national groups as members, up from 50 just six weeks ago when the coalition was launched at a Capitol Hill news conference.

A source book on OSHA reform is in the final stages of development, and will include fact sheets; a letter from Secretary of Labor Robert B. Reich supporting reform; talking points; a state-by-state listing of fatalities, injuries and illnesses; a petition supporting OSHA reform; sample press materials; information on Workers Memorial Day; and order forms for OSHA reform and Workers Memorial Day materials and publications.

Plans continue for observances in Washington and around the country of the sixth annual Workers Memorial Day, which will call attention to the need for legislation that could stop the carnage at the workplace.

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Bill Burke/Page One Photography

Seafarers President Michael Sacco and AFL-CIO President Lane Kirkland, at left, were among the supporters gathered for the unveiling by Transportation Secretary Federico Pena of the administration's Maritime Security and Trade Act. "Labor as a whole embraces the president's maritime reform program as an important first step," Kirkland said. The legislation would provide direct operating subsidies of $2 million or more to up to 52 U.S.-flag commercial ships. "The extinction of a U.S. flag fleet is unacceptable and would undermine our global competitiveness and national security," Pena said. The House already has approved the program.

House panel backs health care mandate

Continued from Page 1

Besides the fair financing of the employer mandate, the AFL-CIO and its allies in Washington and in the 50 states are insisting on other elements contained in the Clinton plan, including cost containment, guaranteed coverage for all, a comprehensive benefits package, no taxation of benefits and measures of quality.

The Stark measure under consideration in the House Ways and Means subcommittee remains close to the federation's principles, but approaches them from a different direction than the president's plan — such as a payroll tax to pay for coverage for the unemployed through an extension of Medicare, and giving companies with at least 1,000 employees the right to set up their own insurance programs.

The full Ways and Means Committee, chaired by Rep. Dan Rostenkowski (D-Ill.), is expected to take up the issue after the Easter recess, which runs from March 24 to April 11. House Energy and Commerce Chairman Rep. John D. Dingell (D-Mich.), a longtime champion of many of the AFL-CIO's principles for reform, has deferred subcommittee action, and the full panel will be taking up legislation on the same time line.

A third panel, the House Education and Labor Committee chaired by Rep. William D. Ford (D-Mich.), is slated to complete action on the measure in May. The Rules Committee will consider all the options reported out and fashion a bill that the full House is expected to take up on the floor later in June.

In other Hill action, Electronic Workers President William Bywater told Rep. Ford's labor panel March 2 of the importance of health care benefits for early retirees and praised Clinton's plan on the issue.

"This provision provides essential protection for this vulnerable group who tragically discover that they are caught in a whipsaw — too old to find new employment and too young to qualify for Medicare," he said.

Under the Clinton plan, pre-65 retirees would be responsible for only 20 percent of the average premium. Many now either pay 100 percent of their health costs or simply "go bare," without coverage because there is no affordable plan for them.

At the local level, AFL-CIO legislative action committees have continued to hold district meetings with members of Congress, and have geared up for an active Easter recess. LAC members will be asking legislators to embrace the labor principles contained in the Health Security Act.

Additionally, television and print advertisements produced by the Health Care Reform Project have been running in selected congressional districts and Washington.

Sweeney, the chair of the AFL-CIO Health Care Committee, participated in a satellite media tour March 11, talking with reporters from eight television stations across the country on health care reform.

CAPITOL DIGEST

The House of Representatives narrowly defeated a resolution, H.J. Res 103, calling for a constitutional amendment to require a balanced federal budget. The 271-153 vote March 17 fell 12 short of the two-thirds majority needed to amend the Constitution.

The House vote, coupled with the Senate's March 1 defeat of the measure, killed the possibility of passage this year.

The AFL-CIO opposed the measure, introduced by Rep. Charlie Stenholm (D-Texas), that would have prohibited budget deficits starting in 2001. It also would have required a three-fifths vote in each house to approve deficit spending or to raise taxes.

"This amendment would cause great damage to the economy and to the important services that government provides to American workers and their families," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members.

Elsewhere on Capitol Hill:

COMPETITIVENESS — After a March 15 compromise broke a Republican filibuster, the Senate passed the AFL-CIO-backed National Competitiveness Act, S. 4. by a 59-40 vote. But the compromise, which cut some funds from the bill, precluded another labor-backed bill, the Workers Technology Development Act, S. 1020, from being offered as an amendment.

The Competitiveness Act increases federal support for the development and dissemination of critical civilian technology that will enable manufacturers to compete in world markets and create new jobs.

S. 1020, which will be considered at a later date, would include workers and unions in developing new workplace technologies and high-tech job skills. Under the bill, the Department of Labor would provide grants to unions, educational institutions and other organizations to develop programs and practices to improve the technological skills of the workforce.

CLEAN WATER — After defeating an effort to remove Davis-Bacon protections from the Clean Water Act reauthorization, S. 1114, the Senate Environment and Public Works Committee approved the bill. Backed by the AFL-CIO, the act would continue and expand the cleanup of polluted streams, rivers and lakes while creating thousands of jobs on these projects. The bill is expected to go to the Senate floor in April when a battle over many disabling amendments is expected.

TELECOMMUNICATIONS — The House Energy and Commerce Committee turned back, 25-18, an effort to gut domestic content provisions in an AFL-CIO-backed telecommunications bill. The bill, H.R. 3626, would allow the Regional Bell Operating Companies (RBOCs) to offer new services, such as the manufacture of telecommunications equipment.

Federal buyouts could boost partnership plans

By Sharolyn A. Rosier

House and Senate conferees approved buyout legislation for federal employees, raising hopes that efforts to streamline the government will not hamper the budding labor-management partnerships under way in the federal sector.

The conference report on the Federal Workforce Restructuring Act (H.R. 3345) still faces a tough vote in the Senate, where Republicans had sought to finance the crime bill with the $22 billion saved from the reductions in force.

The legislation would allow federal agencies to offer buyouts of up to $25,000 through March 31, 1995, offsetting the costs of early retirements by requiring agencies to increase contributions to the civil service pension system.

Without buyout authority, agencies would have to lay off workers in an effort to achieve the Clinton administration's goal to reduce the federal workforce by 252,000 over the next five years.

"Fortunately, the conferees acted in the best interest of the workers and this nation to ensure that thousands of federal employees will not lose their jobs," said Government Employees President John Sturdivant.

The legislation "promotes efficiency and productivity, and ensures that the planned massive reduction of the federal work force will have a minimal effect upon the nation's unemployment rate and social service programs," said Rep. William Clay (D-Mo.), chairman of the House on Post Office and Civil Service Committee.

Federal employees are not waiting on the buyouts as they seek cost savings and increased efficiency through new labor-management partnerships that are part of Vice President Gore's National Performance Review, an effort to "reinvent government."

Most recent innovations occurred through agreements with the Department of Housing and Urban Development, Department of Labor and its Occupational Safety and Health Administration.

HUD Secretary Henry Cisneros and President Clinton signed a Presidential Performance Agreement that caps the process that began between AFGE Local 222 and the agency a year ago. The agreement will restructure the department to be more responsive.

While the department is slated to undergo job reductions, Cisneros pledged it would be accomplished through attrition and buyouts, rather than employee layoffs.

"Successful achievement of the Performance Agreement mission statement of helping people create communities of opportunity is inextricably related to developing a community of opportunities for employees," said James Harrell, president of AFGE Local 222.

Forty people at the Department of Labor, half management and half AFGE members, participated March 8-11 in joint training sessions designed to improve customer service and promote successful "reinvention" projects.

Participants were selected by department agency heads and officials from AFGE Local 12 and AFGE National Council of Field Labor Locals, which represents employees outside the Washington area.

"This type of joint training with our unions reflects our commitment to empower all Labor Department employees and to make improved customer service an integral part of this agency," said Deputy Secretary of Labor Thomas Glynn.

The OSHA success story was among several showcased by Gore and President Clinton at a March 3 White House press briefing. OSHA's reinvention team is working to reduce a 700-page field operations manual to 100 pages. The leaner version of the manual is still in draft form and under review.

GAO: Federal workers cheaper than contractors

Government workers got welcome support from the General Accounting Office, which reported that federal employees can perform jobs cheaper than private contractors.

The GAO examined nine cost comparisons at the Departments of Defense and Energy, applying an Office of Management and Budget cost-comparison methodology covering commercial contracts. It found that savings could be achieved if federal employees were used instead of outside contractors.

"Independent and objective sources have discovered what we have been saying all along," said AFGE President John Sturdivant.

Calling private contractors the "shadow government," Sturdivant on March 3 told a House Post Office and Civil Service subcommittee that the administration could cut the amount it spends on these contractors by 1.5 percent, which it should use to fund federal pay raises.

He also cited an OMB report stating that the federal government spends $105 billion annually on contracting out. This represents the fastest-growing area of government procurement, he said.

The GAO report said agency cost comparisons, to be useful, should consider such non-cost factors as the quality of services offered by federal versus contract employees, the timeliness of services, the availability of federal employees to do the work and whether the required services are short- or long-term.

The report concluded that requiring a cost comparison to services would "ensure that the government gets the most for its money."

JOB SAFETY

Plant fined $1.6 million

The Occupational Safety and Health Administration has fined a West Virginia chemical plant nearly $1.6 million in the wake of a blast that killed one worker and injured six others.

An explosion on Aug. 18, 1993, at the Rohne-Poulenc A.G. Co. chemical and fertilizer plant in Institute, W.Va., led to lung and skin injuries for three workers, one of whom died two weeks later.

Altogether, seven of the workers — represented by Machinists Local 656 — suffered chemical exposures.

OSHA cited the company for 24 willful and three serious violations of the law.

Construction meetings set

Labor representatives, contractors, scientists and government officials are slated to meet at four regional conferences this summer to focus attention on safety and health in the construction industry.

The programs are scheduled for May 26 and 27 in Boston; June 1 and 2 in Atlanta; July 29 and 30 in Cincinnati (tentative); and Sept. 12 and 13 in Seattle.

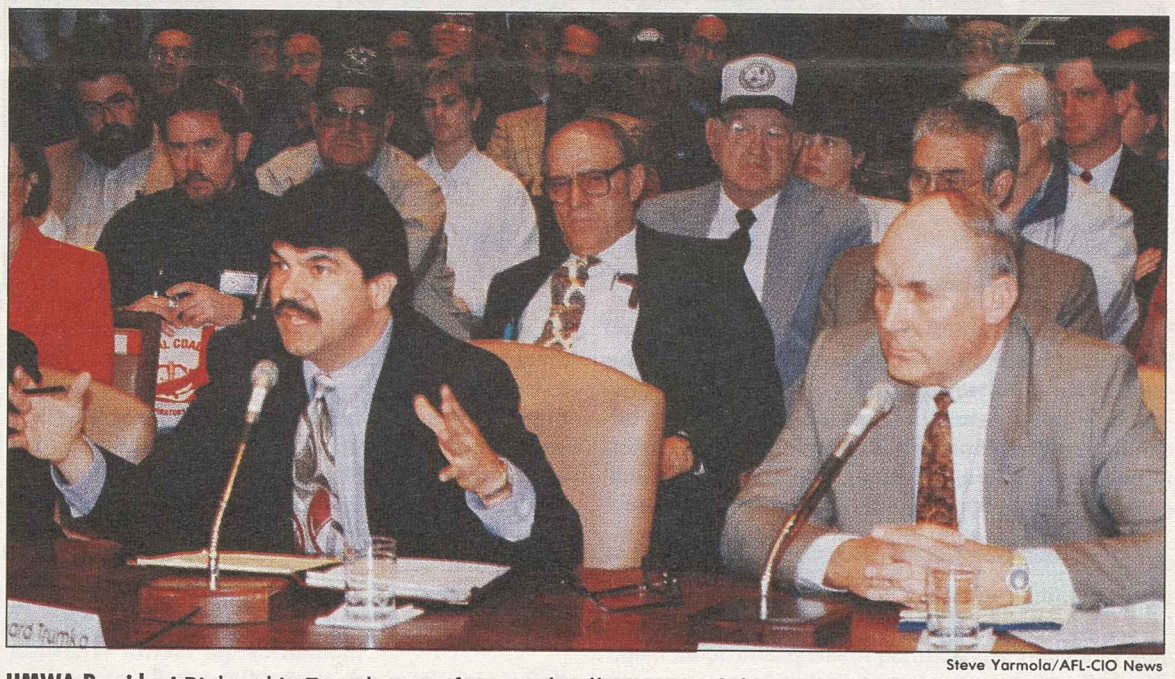
The regional conferences follow up the national construction safety convention held last July in Washington by the AFL-CIO Building and Construction Trades Department's Center to Protect Workers' Rights.

The conferences are sponsored jointly by the CPWR, the National Institute for Occupational Safety and Health, the Occupational Safety and Health Administration, the National Constructors Association and the National Erectors Association. For more information, call 202/962-8490.

New NIOSH chief picked

Dr. Linda Rosenstock has been appointed by Health and Human Services Secretary Donna Shalala to lead the National Institute for Occupational Safety and Health. Rosenstock most recently was a professor of medicine and environmental health at the University of Washington.

NIOSH, created by Congress in 1970, does research in public health and serves as a scientific partner to OSHA and the Mine Safety and Health Administration.



Steve Yarmola/AFL-CIO News

UMWA President Richard L. Trumka testifies, with Allen Hess of the National Black Lung Association.

'Black lung rules robbing stricken miners'

By Mike Hall

Stringent, unfair restrictions imposed by the Reagan-Bush administrations deny black lung benefits to all but 4 percent of those who apply for them, Mine Workers President Richard L. Trumka told Congress.

But a bill backed by the AFL-CIO and the UMW, S. 1781, "would restore an important measure of equity and fairness to a program which is badly in need of repair," Trumka told the Senate Labor and Human Resources subcommittee on employment and productivity.

The 1969 Coal Mine Health and Safety Act authorized the payment of benefits to coal miners disabled by pneumoconiosis and their survivors. The crippling and often fatal disease is caused by exposure to coal dust.

"Black lung kills. But before it kills, it tortures — robbing its victims of the ability to do the simplest tasks, even taking a shower and getting dressed in the morning, without gasping for breath. There is no cure for black lung, only prevention and fair compensation for its victims," Trumka told the panel.

When miners apply for black lung benefits, "they must face bureaucratic indifference and powerful employers who spare little expense in fighting black lung claims," Trumka said.

The bill, sponsored by Sen. Paul Simon (D-Ill.), would ease the claims process and regulate the coal companies' attempts to drag out the procedure.

Applicants face a major hurdle in the requirement that they repay interim benefits if a claim was later denied. The bill would not require repayment, if a miner is without fault or deception when awarded interim benefits later denied.

Coal companies have massive legal and medical resources to fight a miner's black lung claim. They can require dozens of examinations, X-rays and other tests performed by doctors hostile to black lung claims.

The bill would limit the number of exams and chest X-rays the company can require to the same number conducted and submitted by the miner. The bill also would grant survivor benefits if the miner was receiving interim benefits or was totally disabled.

The bill would provide attorneys' fees for claimants and allow new hearings under the revised rules for any claim filed after Jan. 12, 1982, "so they can have their claims evaluated as the Congress originally intended," Trumka said.

As employers ignore WARNing, stronger law pursued

By James B. Parks

Legislation has been introduced to close loopholes that allow employers to escape the federal law requiring notice to workers before closing a plant.

The Worker Adjustment and Retraining Notification Act requires employers with 100 or more employees to provide at least 60 days' notice of a plant closing or mass layoffs. But workers have complained that many employers ignore or wire around the law.

The changes, introduced by Rep. William Ford (D-Mich.) and Sen. Howard Metzenbaum (D-Ohio), would expand the length of the notification period to 30 days for 25-49 workers, 60 days for 50-99 workers and 90 days for 100 or more. It also would require notice whether or not the plant is unionized.

Most important, the bill would give the Labor Department authority to enforce the law, said Jay Powers, AFL-CIO legislative representative. Now, employees must file suit to gain justice from employers who ignore the law.

The General Accounting Office in 1993 reported that more than half the companies that should have provided notice to employees before closing failed to do so. Half the firms that did give notice gave less than the required 60 days. Because the Labor Department has no enforcement authority under the law, employers have little incentive to follow it, the report stated.

The extent of the WARN abuse could be seen with the release March 16 of a list of ''Dirty Dozen'' plant closures, compiled annually by the Federation for Industrial Retention and Renewal.

Among the companies violating the WARN Act was Leslie Fay, a clothing manufacturer forced into bankruptcy by an accounting scandal, which then closed three Pennsylvania plants and moved most of another offshore. The Ladies' Garment Workers filed suit after the closures and that dispute is now in arbitration. Leslie Fay already is reneging on a promise to secure the jobs at its other plants.

Greenbriar Industries of Clinton, Tenn., closed a 500-employee plant with no notice, leaving some workers with catastrophic health care bills the company had approved but failed to pay. Greenbriar, a non-union manufacturer of military clothes and tents, also was forced into bankruptcy but didn't tell its workers, simply extended its traditional July 4th shutdown week. Workers have filed claims with the bankruptcy court under the WARN Act.

Advanced Technology Laboratories in Bothell, Wash., laid off 170 workers in August without notice, even though it conceded later that the move was a long-planned part of a corporate downsizing. The company took advantage of the ''mass layoff'' loophole in the WARN Act that protects an employer who lays off either 500 employees or more than one-third of a work force within 90 days. The GAO report cited this as the most abused part of the law.

Telles Ranch, Inc. ended its lettuce-harvesting operation in November 1991 without prior notice to its 175 non-union farm workers. The workers' WARN suit is scheduled to begin in September.

Companies cited by FIRR list for closing plants to bust unions include Ralston-Purina/Bremner Biscuit Co., Niemand Industries/Gibraltar Packaging, Sprint, St. Johnsbury Trucking and Ringier America.

Companies cited for running away to foreign countries after the signing of the North American Free Trade Agreement were PPG Industries, Neese Industries and Briggs & Stratton.

The weakness of the current WARN law could be seen recently in Detroit, where a jury heard a WARN case for the first time, finding that a local coke oven operation was closed with only two hours' notice.

''This case is a victory for the working people of Detroit and across the country,'' said Kary L. Moss, lawyer for the workers and executive director of the Sugar Law Center for Economic and Social Justice.

U.S. District Judge Horace Gilmore will decide the amount of damages in June, Moss said.

The suit was filed In April 1992 on behalf of 160 former salaried and union employees of the Detroit Coke Corp. Many of the employees had worked for the company or its predecessor, Allied Chemical, for more than 20 years. The union workers, represented by the Steelworkers, settled last summer.

The owner, J. Donald Crane of Buffalo, N.Y., closed the plant Sept. 12, 1991, without notifying salaried employees and giving the union workers only two hours' notice, Moss said. This happened three days before the USWA contract was to expire three months before an Environmental Protection Agency deadline to close the plant for not meeting emission standards for benzene. The pollution was so bad that the Canadian government complained to local authorities.

COURTS

Strikebreaker law axed

In a move that highlights the need for federal strikebreaker legislation, the Minnesota Supreme Court ruled that the state's ban on ''permanent replacement'' of strikers was unconstitutional because it is pre-empted by federal labor law.

Months after the law was enacted in 1991, it was challenged by Midwest Motor Express Inc., a North Dakota-based trucking firm. Four days after its Rossville, Minn., workers went on strike, the company won a temporary restraining order against the strikers and filed a challenge to the striker replacement law.

A state district court rejected the company's arguments and an appeals court upheld the law's constitutionality. The state Supreme Court, in a 5-2 decision, overruled the appellate court. The case was Midwest Motor Express vs. Teamsters Local 120.

Despite overturning the law, Justice Jeanne M. Coyne, writing for the majority, said there may be merit in workers' claims that the use of ''permanent replacements'' has tipped the scales towards employers.

''It may be that the scales have once again become somewhat unbalanced and that in consideration of changes in the economic climate..., it is time for Congress to revisit the regulation of economic weapons,'' Coyne said. It is a national problem, not one that should be addressed on a local or regional level, she said.

Beverly order denied

A federal appeals court has refused to enforce nationwide cease-and-desist and posting orders issued by the National Labor Relations Board in January 1993 against Beverly Enterprises, the nation's largest chain of nursing homes.

The orders were a result of unfair labor practice charges brought by five unions — the Service Employees, UAW, Communications Workers, Food and Commercial Workers and Steelworkers. The NLRB had found more than 130 unfair labor practices at 33 facilities, mainly during organizing drives.

But the U.S. Court of Appeals for the Second Circuit said the record does not prove Beverly's illegal activities are being practiced at other Beverly sites that have not been the subject of unfair labor practice charges. And it disputed the NLRB finding that employees at other Beverly nursing homes would be ''chilled'' from engaging in protected activities because of the unfair labor practices.

Dave Snapp, SEIU's nursing home director, said the union ''strongly disagrees'' with the court decision. The unions are considering an appeal.

Fieldcrest slapped for violations

In separate rulings March 8, two administrative law judges found Fieldcrest Cannon guilty of more than 150 counts of labor law violations stemming from the company's activities against the Clothing and Textile Workers.

The rulings cover unlawful acts committed by the company during one of the union's largest organizing drives in recent history. In 1991, ACTWU campaigned in Kannapolis, Salisbury and Concord, N.C., losing by less than 200 votes. The rulings also cover the 1992-1993 contract negotiations in North Carolina, Virginia, Alabama and Georgia.

Because of the company's illegal conduct in the 1991 election, Judge Howard I. Grossman ordered a new election and recommended that the National Labor Relations Board petition the federal court for an injunction to enforce his order of the second election.

Grossman said this step is necessary because ''the evidence in this case shows that the respondent (Fieldcrest) intends to utilize the delay in the board's proceedings in order to defeat the union.''

Some 4,000 unionized employees must be paid more than $3 million in back pay because Fieldcrest discriminated against them in paying non-unionized workers more in 1991, the NLRB judge ruled. The company also must reinstate 14 workers fired illegally.

''The union has been totally vindicated and a corporate lawbreaker brought to justice,'' said ACTWU President Jack Sheinkman. ''We are delighted that the illegally fired workers will return to work and that the company will have to pay millions of dollars to the 4,000 workers in the union plants.

''It also underscores the need for our laws to protect workers in the exercising of their right to join a union,'' he added.

Harassment and intimidation of union supporters were among the more than 150 unfair labor practices committed by Fieldcrest.

The company also must post notices throughout its facilities admitting its wrongdoing and asserting that it will not engage in illegal activities in the future.

— Muriel H. Cooper

SEIU wins two nursing home cases

By Sharolyn A. Rosier

Nursing home workers represented by the Service Employees were backed in court and administrative rulings against two companies — Horizon Healthcare in Massachusetts and the Orthodox Jewish Home in Cincinnati.

A Massachusetts state court ruling allows SEIU Local 767 to expose inadequate patient care at Horizon Healthcare, which was seeking to operate in the state. In the other case, the National Labor Relations Board has ordered the Orthodox Jewish Home to bargain in good faith and to pay some $500,000 in back pay to striking workers.

SEIU Local 767 had worked with Cape Cod Cares, a Massachusetts advocacy group, to develop an independent examination of Horizon's patient care record after the company announced plans to acquire the 20-home Greenery Rehabilitation Group, including seven homes in Massachusetts. The company gained a probationary license to operate the homes in the state.

SEIU represents workers at seven Horizon facilities in Michigan, Ohio and Wisconsin and is involved in organizing campaigns at other facilities. Horizon operated 82 facilities before the Greenery acquisition.

The report, released to the Massachusetts Department of Health, exposed repeated citations of Horizon homes for inadequate staffing levels, overmedication or overuse of physical or chemical restraints, medication errors, poor infection control practices and deficiencies in developing or following care practices.

At least seven Horizon facilities faced proposed license terminations or bans on Medicaid admissions in 1993 alone, the report revealed.

Superior Court Judge Edward Marquez ruled Feb. 23 the union could distribute information about Horizon, denying the company's request for an injunction. Horizon had gained a temporary restraining order Feb. 4 after being notified by the union of plans to provide copies of the report to investment advisers and stock analysts.

''Stock analysts have already begun to call and express interest in the report,'' said SEIU's Nursing Home Director Dave Snapp. ''This proves how effective we can be when we unite with other local patient care advocates to ensure top-quality healthcare.''

In Cincinnati, 92 striking nursing home workers employed by the Orthodox Jewish Home will get their jobs back and almost a year's worth of back pay, under the NLRB ruling.

The workers are represented by SEIU District 1199.

NLRB Administrative Judge Robert T. Wallace found the nursing home guilty of bad-faith bargaining and issued a cease-and-desist order along with the order for back pay and reinstatement.

''This proves what we have been saying,'' said Tom Woodruff, president of District 1199. ''The home's management and attorney engaged in bad-faith bargaining and union busting. Now they will have to pay the price.''

U.S., Chile labor united on trade pact stance

By Michael Byrne

The U.S. and Chilean labor movements will coordinate efforts to ensure that workers actively participate in any trade agreements between the two countries.

The aim is to keep the flawed North American Free Trade Agreement from being duplicated and extended throughout Latin America, with workers in every country exploited by multinational corporations intent on maximizing their profits.

A joint statement by the AFL-CIO and Chile's Central Unitaria de Trabajadores (CUT) made clear the two labor federations would fight any NAFTA-style agreement that provides "extensive and enforceable protections for corporate and financial interests, while shunting the interests of workers to weak and unenforceable 'side agreements.'"

Chile has been mentioned as the most likely candidate for the next bilateral trade negotiations with the United States. Indeed, as the labor federations completed their meetings in Santiago, U.S. Trade Representative Mickey Kantor arrived for the inauguration new Chilean President Eduardo Frei.

While supporting such bilateral negotiations, the worker representatives insisted that worker rights and standards must be considered, along with protection for workers and communities that might suffer job dislocation.

"While we are heartened by governmental pronouncements concerning the necessary linkage between worker rights and standards and international trade, it is essential that rhetoric is backed up with reality," the statement said. "New international trade and investment agreements must make it possible for agricultural and industrial workers to receive their 'just' share of increased productivity and economic expansion."

The worker representatives called for arbitration and sanction mechanisms to guarantee minimum worker rights and standards developed by the International Labor Organization.

These guarantees include freedom of association and the right to bargain collectively, as well as prohibitions on forced labor and discrimination in employment, and rules and regulations to ensure a safe and healthy workplace, to prevent child labor and to establish appropriate minimum wages and hours of work.

CUT, which actively supported the election of Frei, is hopeful the new government will consider worker rights a basic aspect of any bilateral trade agreement with the United States. That would be in stark contrast to the Mexican government, which resisted the inclusion of international labor standards in NAFTA, said Mark Anderson, AFL-CIO trade specialist.

Anderson, along with William C. Doherty of the American Institute for Free Labor Development and Phil Fishman of the AFL-CIO International Affairs Department, signed the joint statement in Santiago before joining CUT officials in meeting with Frei to discuss potential trade negotiations.

The labor representatives stressed the positive role that trade unions historically have played in helping to bring sustained, equitable economic growth and social progress, Anderson said.

"The issue is not whether nations should be engaged in economic activity internationally," the joint statement said. "Rather, the issue is how to be engaged so that trade is beneficial to workers and that such benefits are equitably distributed."

As a "first step" on the road to negotiations, the AFL-CIO and CUT called on their governments to support proposals to establish a working party to examine the relationship between worker rights and standards and international trade when the GATT Council meets April 11 in Marrakech, Morocco.

Worker concerns ignored by GATT, Congress warned

By John R. Oravec

The international trade compact hammered out in the Uruguay Round of negotiations fails to address the concerns of workers and tends to undercut provisions of U.S. trade law, the AFL-CIO told Congress.

In testimony before a House Foreign Affairs subcommittee, federation economist Gregory Woodhead branded the compromise package that emerged from the General Agreement on Tariffs and Trade as woefully deficient on worker and human rights.

It also falls short on trade objectives legislated by Congress and could inhibit U.S. trade policy aimed at curbing its persistent trade deficit, Woodhead told the subcommittee on economic policy, trade and environment.

"Nevertheless," he said, "the AFL-CIO will continue to work with Congress in an effort to craft an implementing bill that will strengthen and expand U.S. trade law" while minimizing the damage to other U.S. statutes and regulations.

Woodhead stressed the need for Congress to "develop collateral legislation that will promote jobs and income security for U.S. workers."

Labor's concerns about good-paying U.S. jobs being lost to unfair trade practices were echoed by House Majority Leader Richard A. Gephardt (D-Mo.), who cited the chronic trade imbalance with Japan, which widened to nearly $60 billion in 1993.

At a Capitol Hill conference sponsored by the Economic Strategy Institute, Gephardt said: "We've got to ensure that the most basic tool of our trade policy — Section 301 of our trade laws — continues to work by finding new remedies to open Japan's closed doors. We've got to expand our authority to go after Japan's anti-competitive practices — an area the GATT didn't even touch."

Turning to the broader issues of worker rights and environmental safeguards, Gephardt said he would introduce legislation called Blue and Green 301 to challenge trading nations that fail to enforce their labor and environmental standards.

"This new law would say: If you don't enforce your own laws — if you abuse your workers, misuse the environment and make it hard for nations with a conscience to compete — that's an unfair trade practice, and we're going to call you on the carpet."

In the House testimony, Woodhead pointed out that "the Uruguay Round did nothing to address the cruelest and most prevalent trade subsidy of all" — the suppression of human and worker rights by governments seeking a low-wage, low-standard 'comparative advantage' on the world market.

A strong worker rights clause is the only practical way to ensure that governments will respect the rights of their citizens if they want to participate in the world trading system, Woodhead said.

The Clinton administration has taken a step in the right direction by pushing for a post-Uruguay Round discussion on GATT social issues.

A major concern of the AFL-CIO in the GATT package is the creation of the World Trade Organization and a binding dispute settlement mechanism.

By expanding the WTO jurisdiction over governmental practices, Woodhead noted, the United States would be restrained from taking unilateral actions against trade violations.

Other areas of weakness are in anti-dumping provisions, governmental subsidies and economic safeguards, Woodhead said.

Woodhead termed the GATT accord on textiles and apparel "a severe threat to the more than 1.7 million workers directly employed by those industries."



Bill Burke/Page One Photography

House Majority Whip David E. Bonior, right, receives the Industrial Union Department's Legislator of the Year award from IUD Vice President Owen Bieber. Bonior was lauded at the IUD legislative conference for leading the fight against the North American Free Trade Agreement.

Dominican workers show rights abuses by government

By James B. Parks

Labor laws are routinely violated and worker rights abused in the Dominican Republic's maquiladoras, three labor activists told U.S. government and labor officials.

The workers — Jacobo Ramos, Alejandra Mora Nunez and Aurelia Cruz Confesor — met with officials from the State and Labor Departments and the Office of the U.S. Trade Representative. They also met with members of congressional staff, as well as with representatives of the Ladies' Garment Workers and Clothing and Textile Workers.

Ramos is general secretary of the National Federation of Free Trade Zone Workers (FENATRAZONAS) and Mora is a FENATRAZONAS volunteer. Cruz, who was fired from her job after she returned home from the U.S. trip, was secretary of organizing for the trade union at Bibong Apparel Co., the AFL-CIO's American Institute for Free Labor Development reported.

The trip came as the Clinton administration is considering whether to suspend the Dominican Republic's trading privileges under the Generalized System of Preferences. The review was begun after the AFL-CIO filed a complaint over worker rights violations.

"We want to make sure that the worker rights conditions included in the GSP are properly enforced," the workers said. "And we want to make sure that any new trade agreements . . . include strong worker rights clauses that will stop companies from moving from country to country simply to avoid treating their workers fairly.

"No country should have to choose between investments and citizens' rights. No worker should have to choose between a job and workers' rights."

The workers chronicled the abuses and sweatshop conditions in their country, noting that "many of the multinational companies who profit from our hard work and our country's hospitality treat us inhumanely inside the walls of their factories." At the employer's whim, workers are forced to work up to 14 hours a day without "paying meager overtime wages" as required by law.

Workers are given a half-hour for lunch but often have no place to eat except on the street. They are timed when they go to the restrooms and sometimes strip-searched before leaving the plant, they said.

Workers who try to organize to change conditions are fired or ostracized, they said. In the wake of the North American Free Trade Agreement, companies have threatened to move to Mexico if more workers try to form unions, they added.

Although the government and courts have authority to correct these abuses, the workers said they have been unable to get any help. "Despite the thousands of workers who have attempted to join unions, there is still not a functioning union with a collective contract anywhere among the more than 450 companies that operate within our country's 29 free zones," they said.

Tough year of negotiation ends on high note

By Robert E. Lucore

American workers and their unions faced considerable challenges in 1993, despite a welcome political change and some modest improvements in the economic environment.

The economy remained in an official "recovery" throughout the year, but many employers still were laying off workers and others were hesitant to add new workers to their payrolls. Many were crying poverty, fighting unions tooth and nail at the bargaining table.

The inauguration of President Clinton brought the promise of stimulation for the economy and investment in the nation's future. Clinton is the first president in 12 years committed to such important legislation as health care reform and a ban on the "permanent replacement" of striking workers, which on passage would remove two of the biggest obstacles faced at the bargaining table.

But the president was unable to enact his full stimulus and investment package because of a Republican filibuster. Then the North American Free Trade Agreement became law, threatening U.S. jobs and living standards, despite unprecedented activity in opposition by unions and their allies. In addition, budget cuts and spending ceilings enacted in 1993 will make it harder to develop sorely needed new programs for training, education and infrastructure investment.

Nevertheless, there were reasons for renewed optimism as the year came to a close, including some important gains at the bargaining table. In several key contracts, workers gained more influence over the decisions that affect them, the sluggish economic recovery appeared to be picking up and — after decades of effort by organized labor — health care reform was moving to the top of the legislative agenda.

Union membership, as reported by the Department of Labor, rose in 1993 for the first time in 14 years. Unions had 16.6 million members in 1993, compared with 16.4 million members in 1992, enough to keep the overall unionized percentage of the work force the same, with continued private-sector decline more than offset by a growth in public employee unionism.

The trend in bargaining toward innovative, cooperative agreements continued in 1993, and the potential of this development is spelled out in the AFL-CIO Executive Council report on "The New American Workplace." The landmark document, released in February, challenges management and government to join with unions in a total redesign of the workplace. The goal is to end this century's stubborn reliance on a structure of work that requires workers to "check their brains at the door."

The economic context

Negotiations in 1993 took place against a background of the continuing, but weak, recovery. Gross Domestic Product grew at a rate of 3.0 percent (when adjusted for inflation), only a slight improvement over 1992. While growth picked up dramatically in the final quarter of the year, to a 7.5 percent annual rate, that pace was not expected to be maintained in 1994.

Unemployment fell from 7.1 percent in January to 6.4 percent in December, still unacceptably high. While 1 million fewer people were unemployed at year's end than at its start, 8.2 million people still were officially unemployed in December. Another 6.2 million were in part-time jobs for economic reasons and 1.1 million more had given up the search for jobs — a total of some 15.5 million trapped in partial or total unemployment.

Total employment for the year grew by less than 2 million people, a rate that lagged far behind any recovery period on record. In manufacturing, the recovery truly was "jobless," as employment fell by 175,000 while overtime grew to record levels. Businesses continued to expand the "contingent" work force, employing part-time, temporary and subcontracted workers. Of the new jobs created, 350,000 were in temporary service firms.

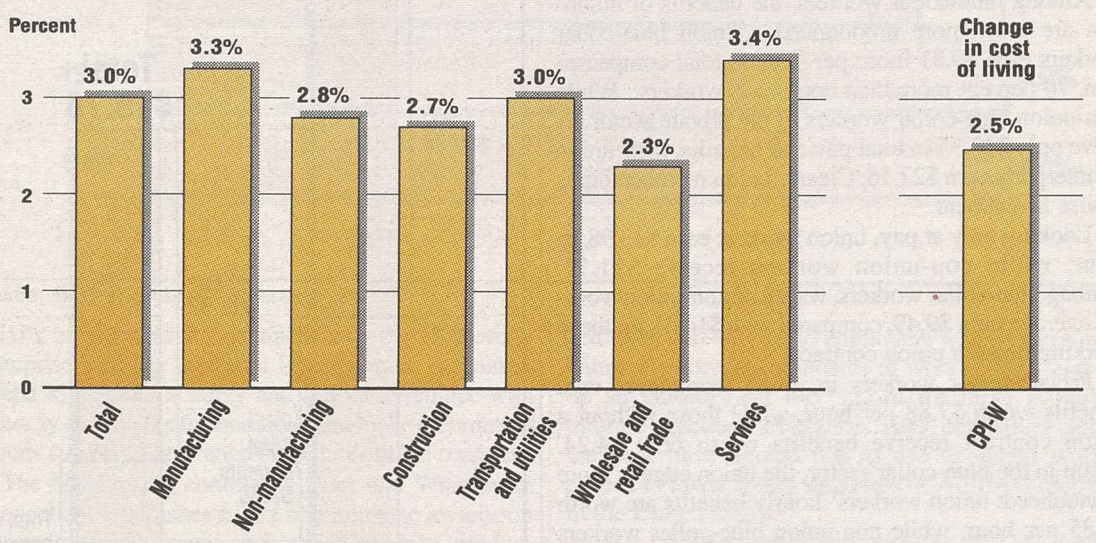
The threat of inflation was virtually absent in 1993. The December Consumer Price Index for Urban Wage Earners and Clerical Workers was only 2.5 percent higher than a year earlier, the lowest rate of inflation since 1986.

Robert E. Lucore is the 1993-94 research associate in the AFL-CIO Economic Research Department.



Wage gains vs. inflation

Average wage changes in major collective bargaining agreements, 1993*



*Includes change in wages and COLA provisions in bargaining units of 1,000 or more.

Source: Bureau of Labor Statistics

Effect on bargaining

Slow growth and meager job creation, coupled with continued efforts by firms to follow the fad of "downsizing" or restructuring, confronted bargainers with serious challenges in 1993, particularly the need to improve employment security. The rapid pace of technological change, the continued growth in productivity (measured by output per worker) and the growing competition from overseas production added to the need for unions to seek employment and income security.

The cost of health care was a major concern for both workers and employers with whom they bargained. While many contracts introduced managed care or preferred provider systems to control costs, it was clear that this crisis in health care would require a national solution.

Those employers who do not provide their employees with adequate health benefits enjoy an unfair competitive advantage over those who do. In 1993, union workers had health benefits costing $2.07 per hour, while non-union worker's benefits cost only 92 cents per hour. Many firms provide no health benefits at all.

Only comprehensive reform will eliminate the tendency for some employers to compete unfairly, AFL-CIO President Lane Kirkland said.

"We still believe that the vast majority of employers — large and small — really want to provide the very best health care benefits to their workers," he said. "But many of them won't do it until the government levels the playing field and requires their competitors to do the same thing."

Unions also had to bargain hard to protect other employee benefits, such as cost-of-living allowances (COLAs), pensions, life insurance and paid holidays.

Wage settlements

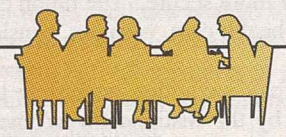
Employers' efforts to cut costs show up in the modest wage gains achieved in 1993. Major collective bargaining agreements, defined by the Bureau of Labor Statistics as 1,000 or more workers, showed lower increases in 1993. In major private-sector agreements, average wage increases over the first year of the contract were 2.3 percent. Over the term of the contract, wage increases averaged only 2.1 percent per year (not including COLAs or lump-sum payments).

When changes from previous settlements and COLAs are added to current settlements, wages under major contracts increased by 3 percent in 1993. This compares with a 2.5 percent rise in the cost of living.

Settlements reached in 1993 called for wage increases for 90 percent of the workers covered by union contracts. But the share of workers getting increases was lower than is typical for an economic recovery. Nine percent of workers covered by contract received no increase in wage rates (but may have received lump-sum payments), and 1 percent showed net wage decreases.

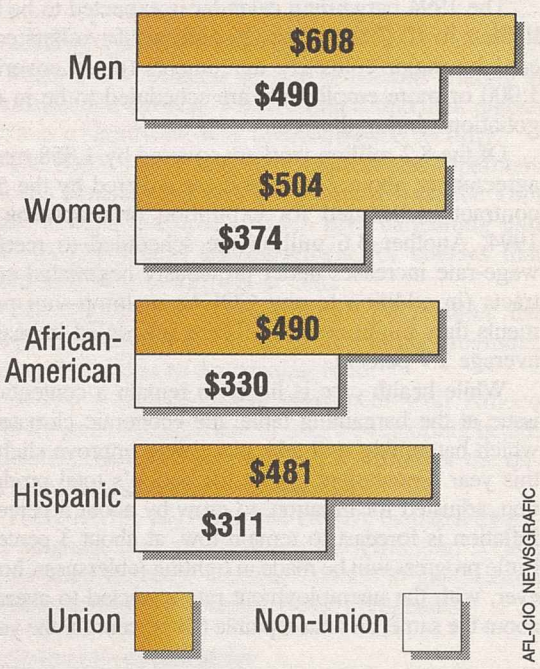
The BLS estimates that 39 percent of the 5.5 million workers involved in 1993 major private-sector settlements are covered by lump-sum provisions. This is higher than the 36 percent receiving lump-sum payments in 1992. Lump-sum payments do not become part of the base from which future wage increases are negotiated.

The number of major agreements with COLA clauses declined last year. Only 24 percent of major private-sector agreements now have COLAs, the lowest figure since 1965. If inflation should increase significantly in the coming years, COLAs will again become a very important tool for workers who strive to maintain their living standards.



Weekly pay by groups: the union advantage

Full-time male, female, African-American and Hispanic workers, 1993



Source: Bureau of Labor Statistics

The union advantage

The Labor Department's Employment Cost Index for all workers, measuring changes in total compensation including both benefits and wages, increased by 3.5 percent during 1993. Union workers had a clear advantage, as their total compensation rose by 4.3 percent.

Looking only at wages and salaries, union and non-

union workers experienced almost identical increases. Private-sector union workers received 3 percent raises, compared to 3.1 percent for non-union employees.

However, the real union advantage was apparent in the area of benefits, where such items as paid leave, supplemental pay, health insurance, pension and savings plans are measured. Benefits in union workplaces rose 6.6 percent in 1993, compared with 4.3 percent in non-union shops in the private sector.

The union advantage in dollar terms showed up in BLS data released earlier in 1993. Private-sector union employees earned a total hourly compensation — including wages, salaries and benefits — of $21.86, while their non-union counterparts received only $15.76 per hour in compensation. This $6.10 union advantage shows that union scale in private industry is more than 35 percent higher than non-union compensation.

Among blue-collar workers, the benefits of unionism are even more pronounced. Union blue-collar workers earn $9.81 more per hour in total compensation, 70 percent more than non-union workers. While non-union blue-collar workers in the private sector receive only $13.35 in total pay and benefits, their union counterparts earn $23.16. Clearly union membership is a wise investment.

Looking only at pay, union workers earn $13.98 an hour, while non-union workers receive $11.52. Among blue-collar workers, wages of non-union workers average only $9.49, compared with $14.31 for those working under a union contract.

Private-sector workers in union workplaces earn benefits worth $7.88 per hour, while those without a union contract receive benefits worth only $4.24. Again in the blue-collar sector, the union edge is more pronounced: union workers' hourly benefits are worth $8.85 per hour, while non-union blue-collar workers receive hourly benefits worth only $3.86.

These benefit levels show that union workers and their families are clearly more secure. The union contract provides far better health care, vacation, pensions and insurance.

Unions also narrow pay inequities, according to a study released in 1993 by the Institute for Women's Policy Research. The study confirmed that the pay gap between women and men is smaller in union workplaces. Unions also improve the comparative pay received by minority women and men, particularly African-Americans and Hispanics.

Outlook for 1994

The 1994 bargaining calendar is expected to be the lightest in 10 years. Only 26 percent of workers covered by major collective agreements (those covering 1,000 or more employees) are scheduled to be in negotiations during the year.

Of the 8.2 million workers covered by 1,858 major agreements, about 2.1 million are covered by the 592 contracts scheduled for expiration or reopening in 1994. Another 3.6 million are scheduled to receive wage-rate increases under previously negotiated contracts (in addition to any COLAs or lump-sum payments they might receive). These scheduled increases average 3.7 percent.

While health care is likely to remain a contentious issue at the bargaining table, the economic climate in which bargaining will take place may improve slightly this year. Forecasters expect the nation's total production, adjusted for inflation, to grow by about 3 percent. Inflation is forecast to remain low, at about 3 percent. Little progress will be made in fighting joblessness, however, with the unemployment rate expected to average about the same, an unacceptable 6.4 percent for the year.

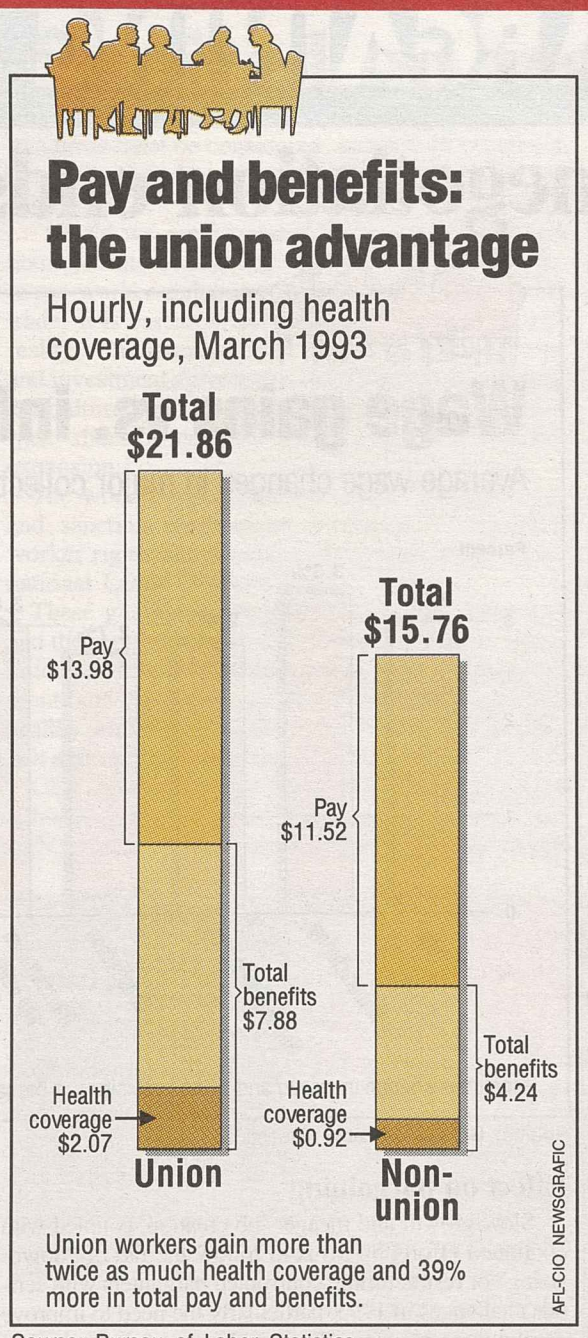
National health care

Unions negotiated in 1993 with the prospect that a new national health care plan would become a reality at some point during the term of the contracts. Once the health care crisis is addressed through legislation, negotiators may need to ensure that benefits provided for by contract are integrated with the federal provisions.

A new health care system should result in significant cost savings for companies that currently provide health benefits, and unions will seek to ensure that workers share in those savings. Workers for some time now have been asked to forgo pay raises and other benefit increases in return for maintaining their health benefits.

Under President Clinton's proposed health reform, large employers would be able to choose whether to self-insure or join large purchasing cooperatives called health alliances. Under this plan, unions would need to consider what role negotiations should play in ensuring a role for workers in that choice.

Similarly, union negotiators are prepared to protect those benefits that members and retirees enjoy. Employers may try to use the uncertainty surrounding



Source: Bureau of Labor Statistics

health care reform to take away benefits of early retirees or to increase co-payments or deductibles.

Many unions addressed emerging health reform issues in their 1993 negotiations. The Steelworkers and Inland Steel agreed that if a national health plan becomes law, USWA members and retirees will see no drop-off in the coverage. The union and Bethlehem Steel agreed that if a national health care program is enacted, the parties will meet to discuss the impact of the legislation and any contract modifications that may be necessary or desirable.

Similarly, the Teamsters, in a master agreement with United Parcel Service, included a clause calling for the parties to meet and discuss any ramifications of health legislation on the contract's health and welfare provisions.

The Mine Workers' agreement with the Bituminous Coal Operators Association says that either party may reopen the agreement for purposes of negotiating any changes made necessary by new health legislation.

Health benefits

Some 1993 contract agreements include the introduction of preferred provider systems or managed care arrangements, which typically control costs by negotiating fee rates with a specific group of physicians or hospitals, and by requiring preapproval of certain types of treatments.

The Communications Workers reached an agreement with Cincinnati Bell that includes some cost-containing measures while maintaining coverage for employees. A new managed care plan was introduced involving no employee premiums and maximum employee out-of-pocket expenses of $900 for single coverage. It provides 100 percent hospital coverage after a $60 co-payment and $25 emergency care co-payment. Workers who prefer not to sign up for the managed care network can choose the more traditional insurance plan, but will face higher deductibles than network participants and a co-payment for premiums.

The Grain Millers signed master contracts with General Mills and Pillsbury that maintain health care coverage without increasing workers' premium contributions. The Pillsbury contract changes some provisions by allowing employees to choose among three health care options — each with different levels of deductibles and payments for care. As a cost-cutting measure, one option gives employees a $75 cash payment each month if they are covered by their spouses' medical plan rather than the Pillsbury plan.

The USWA and the Aluminum, Brick and Glass Workers negotiated pacts with the nation's two largest aluminum producers, Alcoa and Reynolds, that called for new managed care networks with the same levels of coverage for medical care, prescription drugs and mental health care as under previous plans.

The agreement between the UAW and Bell Helicopter Textron continued health insurance coverage without employee payments for premiums with the introduction of four Health Maintenance Organizations. Negotiators also were able to increase annual maximum dental benefits.

The UAW was able to protect health care benefits in negotiations with the Big Three automakers in 1993. The basic pattern was set at Ford, with the union successful in turning back demands for new co-payments and deductibles. The General Motors and Chrysler pacts followed in avoiding additional costs for workers or retirees. The health plan included mammography screening to prevent breast cancer.

The Food and Commercial Workers' first contract for some 4,500 workers at Smitty's Super Value grocery stores in Arizona improved health benefits, eliminating an employee co-payment for dependent health plan coverage.

UFCW also reached agreements at Acme Markets and Super Fresh Food Markets in Pennsylvania that will increase wellness benefits to $300 for single coverage and $500 for family coverage per year. Wellness benefits are designed to keep down costs in the long term by emphasizing prevention.

In the UFCW negotiations with Jewel Food in Chicago, a major sticking point was health benefits for part-time workers. The union achieved full health care coverage for part-time employees who work more than 12 hours per week.

The Oil, Chemical and Atomic Workers agreed with Amoco on a pattern-setting contract for the petroleum industry, with the company agreeing to contribute 80 percent to the cost of employee health care premiums. That pattern promised to pay 80 percent of the premiums or to increase health payments for each employee by $20 per month in the first year and $25 per month in the second and third years of the contract.

First contracts by the Retail, Wholesale and Department Store Union covering the poultry workers at Choctaw Maid reduced the health care premiums paid by workers. Premiums that had ranged from $33.65 to $53.50 were reduced to between $6 and $26.08, depending on the level of coverage.

An agreement between the Service Employees and the League of Voluntary Hospitals and Homes of New York calls for an increase in employer contributions to the Welfare Fund/Dental Account as a percentage of payroll. Negotiators also agreed to recommend several improvements to the trustees of the health fund, including a decrease in the deductible for major medical benefits, an increase in lifetime maximum benefits and the elimination of the deductible for dental care.

The UFCW's agreement with Shoppers Food Warehouse in the Washington area increased the company's monthly contribution to the health and welfare fund. A well-baby care program covering immunizations and doctor visits up to age 6 was instituted, along with new orthodontic and periodontic programs. The company also agreed to increase the lifetime maximum medical benefit.

The Flint Glass Workers negotiated a new contract for 11 New York state plants of Corning Inc. that included some increased co-payments for premiums and decreased reimbursements for non-generic drugs. But the contract also initiated a well-baby care program, increased surgical benefits, raised maternity benefits and improved lab fee benefits. Also improved were vision and hearing care provisions.

AFSCME got a pledge from Harvard University to develop a policy covering domestic partners. The issue had been a major sticking point in the negotiations.

Another trouble spot has been corporate attempts to dump retiree health benefits. The financially troubled Navistar International Corp. initially announced plans to unilaterally restructure benefits for 63,000 retirees and their dependents. But the UAW succeeded in negotiating lifetime benefits for retirees, in exchange for some cost-containing measures like employee co-payments and shared premiums.

The New American Workplace

The AFL-CIO findings in "The New American Workplace: A Labor Perspective" are gleaned from worker experience — success as well as failure — in workplace redesign. Bargaining in 1993 made its contribution to that evolving experience.

Ground-breaking agreements between the USWA and the major steel companies call for cooperative partnerships that greatly expand the union's participa-

tion in decision making. Such agreements were struck in 1993 with the Inland, National and Bethlehem steel companies, as well as an agreement with USX that was ratified in early 1994.

Although varying a bit in the details, the basic steel agreements call for each company to have a union-nominated member of the board of directors. This will give the union information and influence over corporate strategies, modernization, pension funding, financial management and all other top-level decisions that can affect workers.

The agreements also call for union plant-level participation in such important decisions as the introduction of new technology and work reorganization. Regularly scheduled joint meetings will occur at the department level, and union access to business plans and corporate information will be greatly enhanced.

Contracts between the UMWA and the two major industry negotiating groups (the Bituminous Coal Operators Association and the Independent Bituminous Coal Bargaining Alliance) also call for cooperative efforts that will give union members a greater voice in workplace decisions.

The coal companies and the UMWA will set up a Labor Management Positive Change Process (LMPCP) to seek ways to increase productivity and to enhance long-term job security. They will work to develop mutually acceptable ways to reduce job titles and grades, to enhance workers' skills and efficiency, and to encourage employees to exercise individual responsibility. A substantial fund will be created to finance LMPCP programs.

A UAW contract with Rockwell International expanded the existing employee involvement program to provide for "an opportunity to agree" on contract modifications. Such modifications might include work schedules and job classifications if the parties agree. The contract also provides that management must discuss some types of subcontracting proposals with the union and that the company provide employees with training and development opportunities.

The partnership between the UAW and GM's Saturn Corp. subsidiary received the continued endorsement of union members in 1993. UAW members voted by a wide margin to continue the extensive union participation in management and pay linked to plant performance.

The Carpenters have a cooperative arrangement with several mill-cabinet employers' associations, with locals in five cities now active in the program. The new mill-cabinet labor-management program in Pittsburgh will receive contributions negotiated with the employers. It will work to improve bidding opportunities for union employers, to upgrade the apprenticeship program and to make improvements in such areas as quality, technology, on-time completion of projects and safety.

A promising effort to involve federal employees more directly also was launched by the Government Employees and other unions representing federal workers. The National Partnership Council, inaugurated in November, called for several changes, including streamlining personnel procedures, decentralizing performance management systems and empowering rank-and-file workers.

The efforts of the NPC explicitly recognized the importance of unions in worker involvement, and stressed that true government reform, from the top levels to the bottom, could only come about through labor-management partnerships.

Joint committees

Closely related to employee involvement through union-management partnerships is the idea of the joint committee, established in many agreements reached in 1993. The purposes of such committees varied from the simple to the complex. Issues addressed ranged from safety and health and child care to making decisions about introducing new technology.

CWA and Cincinnati Bell established a "Workplace Innovative Council" to study and make decisions about a variety of issues that influence the firm's competitiveness.

The Utility Workers and Detroit Edison created a joint council to promote greater labor-management cooperation and to review concerns about job security and work assignments. Similarly, with Cleveland Electric Illuminating Co., the Utility Workers created a joint committee to address concerns about work force reductions, subcontracting, technological change and corporate restructuring.

The RWDSU won separate but similar first contracts at the Choctaw Maid poultry processing plants in Carthage and Pelahatchie, Miss., addressing the safety and health concerns raised in its organizing drive by setting up joint safety and health committees.

Health and safety issues also were important in SEIU's negotiations for contracts covering 18 Beverly Enterprises nursing homes in Pennsylvania. Bargainers agreed to institute a safety and health committee with authority to investigate conditions and make recommendations subject to grievance procedures in the contracts.

The Machinists' contract at Pratt and Whitney in Connecticut establishes a joint committee to review, on an ongoing basis, issues such as job security, productivity and reducing costs.

The UFCW and King Soopers agreed to set up a joint committee to examine the grocer's use of prepackaged meats.

At Kaiser Permanente in San Diego, the Office and Professional Employees agreed to a contract that provides for a joint committee to review issues such as union-management cooperation and training.

Existing labor-management cooperative programs were strengthened in the UAW contracts with the Big Three automakers, covering health benefits, safety, quality improvement, education, training and child care.

The AFT affiliate in Waukegan, Ill., negotiated for a joint union and school board restructuring team, which will look for ways to continuously improve education in the school district. Union membership on the restructuring board will protect teachers from unilateral imposition of changes.

Similarly, the AFT in New York achieved a contract after two years of struggle that sets up joint mechanisms to develop staffing procedures for schools with special educational needs. It calls for joint development of gain-sharing initiatives.

Two unions — the Electronic Workers and the Electrical Workers — teamed with a consortium of several electronics manufacturing companies to promote the development and production of High Definition Television. Those companies have pledged to produce HDTV sets in the United States once the HDTV standard is adopted and developed.

An example of how joint committees and labor-management partnerships can be used to create new bargaining unit jobs came to fruition in 1993 with the opening of a new Xerox Corp. manufacturing facility in Utica, N.Y. The factory, developed by a joint Xerox-Clothing and Textile Workers team, is providing jobs in a region where an ACTWU-organized clothing manufacturing plant recently closed. The work formerly was subcontracted to low-wage operations in Mexico and Asia. The company has pledged neutrality in ACTWU's efforts to organize the jointly designed Utica facility.

Job security

Many contracts negotiated in 1993 include job security provisions such as no-layoff clauses and language on outsourcing (subcontracting work to plants outside of the bargaining unit), which remains a major threat to many union workers' jobs. Often work is outsourced to low-wage facilities overseas.

ACTWU took a precedent-setting approach to this problem in negotiating with the Clothing Manufacturers Association. The contract, which covers some 40,000 workers nationwide, allows employers to outsource only 10 percent of production. Employers who outsource must commit to investing in productivity improvements in their domestic facilities. Workers must also receive advance notification of outsourcing decisions.

The ACTWU-CMA contract requires that outsourced work can only go to employers who observe internationally accepted standards of worker rights and sets up an enforcement mechanism for these provisions through expedited arbitration. Thus, companies signing the pact have agreed not to use exploited workers abroad to lower living standards of ACTWU members in the United States.

The UMWA agreement with the BCOA contains strong job security provisions. Sixty percent of all new jobs at any company's existing, new or newly acquired non-union facilities will go to laid-off UMWA members on a seniority basis. This addresses not only the need for laid-off members to get jobs, but also helps to limit competition for union jobs from the double-breasted facilities.

Other agreements addressing job security include the IBEW agreement with Houston Lighting and Power Co., which bans any subcontracting done solely for the purpose of downsizing the work unit, and the UAW-Navistar agreement, which creates a joint committee to find ways to "insource" or return subcontracted work to the plant.

Training and education

Many 1993 contracts contain provisions relating to education and training, which workers and their unions know is a significant way to enhance job security.

The IBEW, IAM and the Plumbers and Pipefitters reached separate but similar contracts with the Olin Corp. in East Alton, Ill., which give bargaining unit workers full tuition reimbursement for courses that could lead to advancement at Olin.

The IUE's 1993 contract with GM requires the company to expand the scope of its training programs, adding $4 million to the training fund.

OCAW's pattern-setting agreement with Amoco calls for joint development of courses regarding health and safety, and increases training sessions for the union's health and safety representatives.

The UMWA pact with the BCOA includes extensive language regarding training and retraining. It calls on the Joint Industry Training Council to give special attention to training at smaller coal companies.

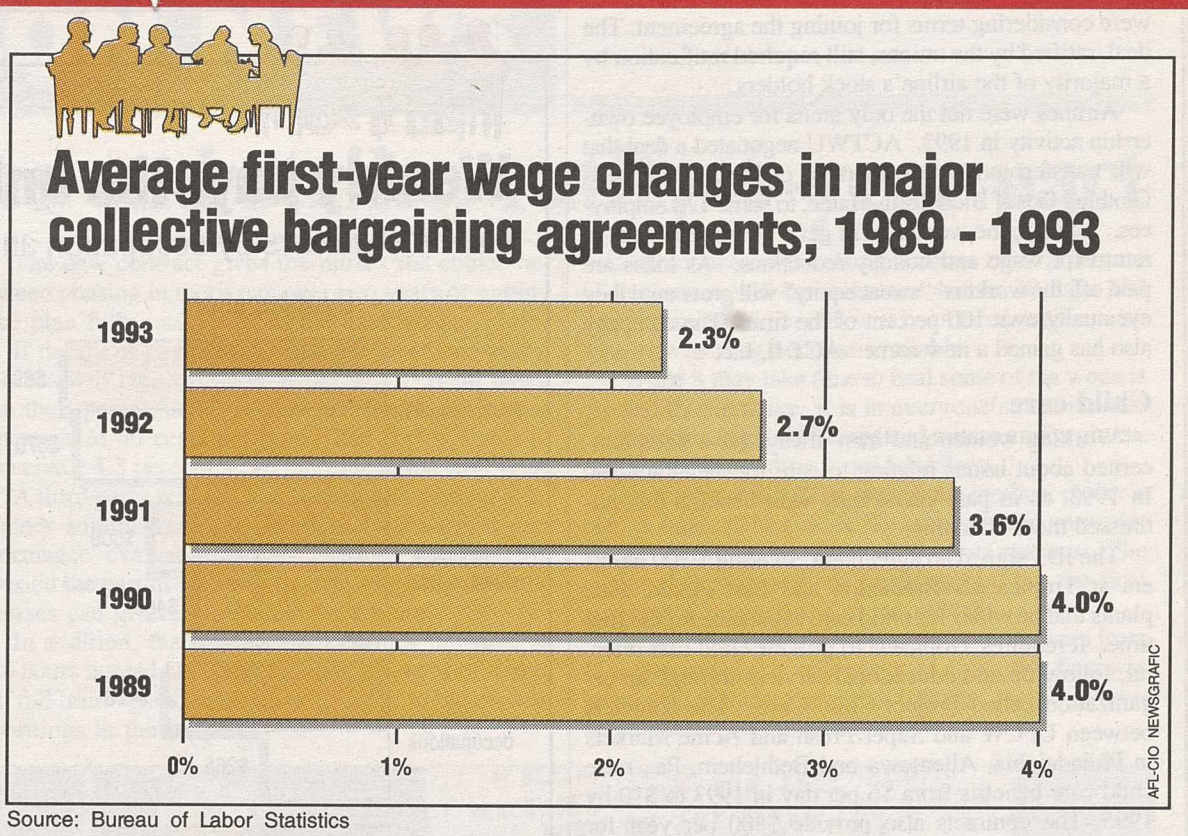
Employee ownership

Employee ownership was an important avenue for problem solving using the bargaining process in 1993, especially in the airline industry.

Air carriers have lost more than $11 billion since 1990, putting great pressure on companies to reduce costs, and on unions to accept concessions. But unions have argued that workers should not be expected to give up hard-won gains without a stake in the company in exchange.

Six unions at Northwest Airlines agreed to pacts expected to bring the company back from the brink of bankruptcy. In return for wage and benefit cuts, and changes in work rules, workers are to receive at least 30 percent of Northwest preferred stock, which can be converted to nearly 40 percent of common stock. Three seats on the board of directors will be held by union nominees and workers will be protected from layoffs. The unions involved were the Air Line Pilots, IBT, IAM, Transport Workers and two unaffiliated unions.

As 1993 ended, an employee buyout was also in progress at United Airlines. The ALPA and IAM would gain a majority stake in the company in return for cost-cutting measures. The Flight Attendants also



Source: Bureau of Labor Statistics

were considering terms for joining the agreement. The deal, ratified by the unions, still required ratification by a majority of the airline's stock holders.

Airlines were not the only arena for employee ownership activity in 1993. ACTWU negotiated a deal that will transfer complete ownership of the John Roberts Clothing Co. of Biddeford, Maine, to some 170 employees. Initially, the workers will get a 30 percent stake in return for wage and holiday reductions. As loans are paid off, the workers' "sweat equity" will grow until they eventually own 100 percent of the firm. The company also has gained a new name: ACT II, Inc.

Child care

Working women and men always have been concerned about issues relating to care for their families. In 1993, as in past years, they won benefits that addressed these concerns.

The IBT signed an agreement covering 1,700 workers at Tropicana's Bradenton and Fort Pierce, Fla., plants that provides for child care assistance for the first time. It requires Tropicana to provide child care referral, follow-up and educational services through an organization called Project Child Care. The contracts between UFCW and Super Fresh and Acme Markets in Philadelphia, Allentown and Bethlehem, Pa., raise child care benefits from $6 per day in 1993 to $10 by 1995. The contracts also provide $300 per year for educational expenses for dependents.

CWA negotiated improved child care in its contracts, including the agreements with Cincinnati Bell and GTE of the Southwest. The GTE pact sets up a joint committee to determine ways to improve on-site child care arrangements.

Harvard University's contract with AFSCME requires the university to increase contributions toward a child care fund, from $50,000 to $70,000 in the first year and rising to $90,000 in the third year of the contract.

Several contracts established pretax child care accounts, which enable employees to deduct child care costs from their pretax earnings and decrease their tax obligations for wages that are redirected toward day care expenses. Examples of such contracts include SEIU's agreement with the League of Voluntary Hospitals and Homes of New York, USWA's pact at Inland and an agreement between the Paperworkers and Procter & Gamble Paper Products.

Family leave

The labor-supported Family and Medical Leave Act, the first piece of legislation signed into law by President Clinton, provides up to 12 weeks of job-protected leave for the birth or adoption of a child, or for medical reasons or serious illness of a spouse, child or parent. The law applies to most employees who have worked at the same employer for at least a year and to firms employing 50 or more people.

Many unions are now negotiating agreements that bring contracts into compliance with the law, or provide even better benefits. A new IBEW contract with the Los Angeles Department of Water and Power mandates four months of unpaid family and medical leave, an improvement over the 12 weeks required in the law.

The USWA contract with Inland Steel requires that an employee have only six months continuous service to qualify for family leave, instead of the one year required in the law.

Pay formulas

The USWA bargained an innovative pay mechanism in its contract with Gulf State Steel that allows workers to get paid up to 50 percent of any savings generated by reducing the number of employee hours needed to produce a ton of steel.

A Rockwell-UAW contract for California and Oklahoma production and maintenance workers begins an experiment with new job classifications that will have pay schedules based on knowledge rather than time in service.

Alcoa's contract with the USWA and ABG establishes a new pay-for-performance plan based on attainment of goals set by joint labor-management committees at the local level and on the corporation's financial performance.

Six unions — the Plumbers and Pipe Fitters, Carpenters, Boilermakers, IBEW, USWA and OPEIU — agreed with Chino Mines in Silver City, N.M., on pay increases based on the price of copper.

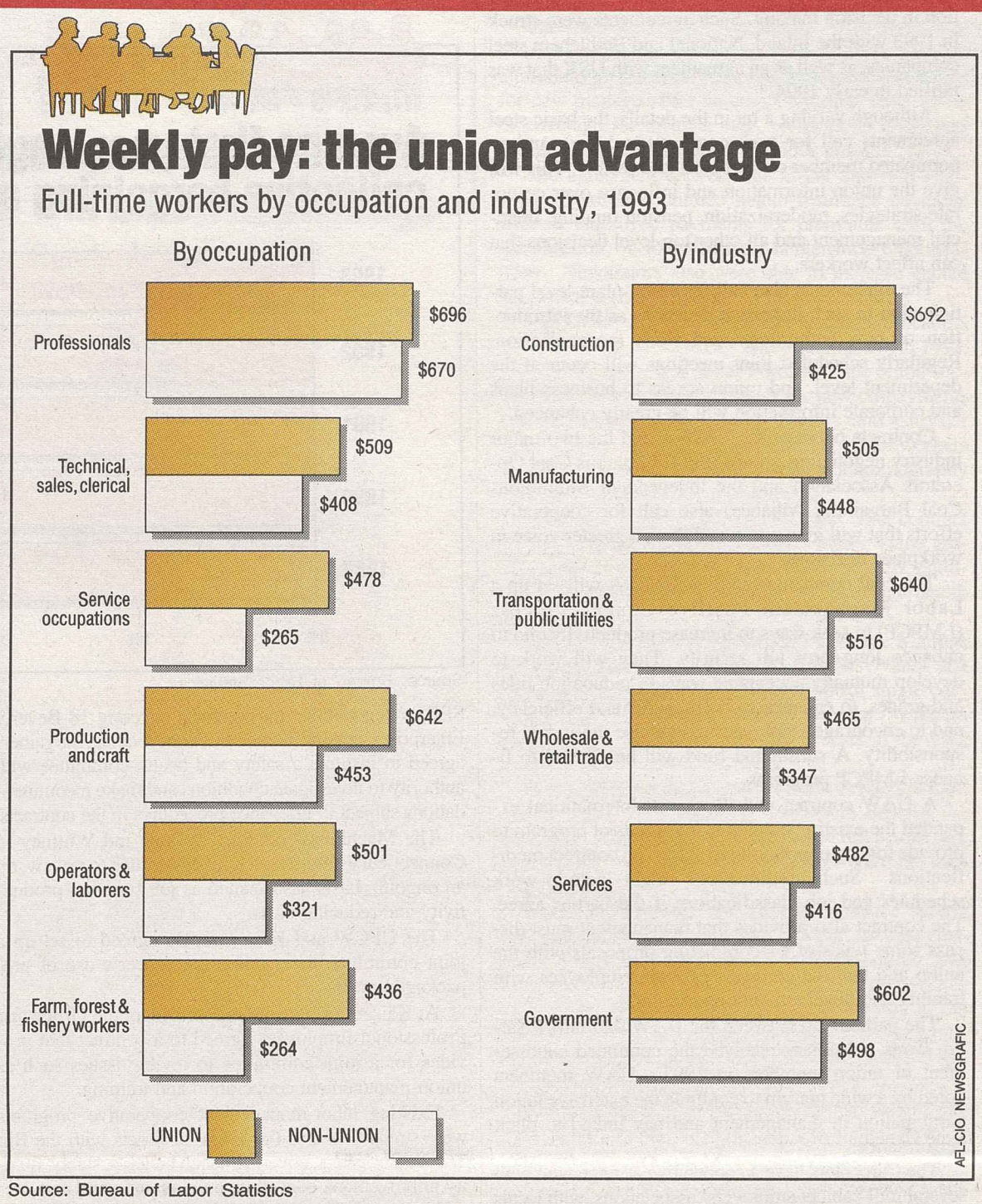
A contract between CWA and GTE of California features pay-for-performance incentives that can boost compensation above the contract's other wage increases up to 1.5 percent in March of 1994 and 2.5 percent in March of 1996.

COLAs, which tie pay increases to changes in the Consumer Price Index, are not as common as they were in the inflationary years of the 1970s. But many unions have decided to maintain COLA clauses in their contracts, realizing that it will be difficult to gain them back if inflation rears its ugly head.

The IUE negotiated a contract with the Trane Co. in Tyler, Texas, that includes a COLA in the second and third years if the Consumer Price Index rises by more than 5 percent per year.

An agreement between the IAM and Beech Aircraft Corp. continues quarterly COLAs of 1 cent an hour for each 0.3-point increase in the CPI once a 4 percent trigger is reached.

The Amalgamated Transit Union maintained COLAs in several contracts negotiated over the course of the year, including one with Kitsap Transit in Bremerton, Wash.



Source: Bureau of Labor Statistics

Pay equity

For many years, unions have supported the idea that women and men should be paid on an equal basis for work that is of comparable value to their employer, promoting pay equity through bargaining as well as legislative and legal action.

SEIU's contract with the County of Santa Cruz, Calif., provides an example of how bargaining can be used to achieve more equitable pay. The union was able to get a pay equity adjustment for the county's social service eligibility workers, many of whom are African-American and Hispanic women.

Savings plans

Besides negotiating retirement benefits and ensuring that pension plans will be adequately funded, unions increasingly are negotiating for plans that encourage individual members to save supplemental amounts toward retirement. In particular, deferred compensation plans such as 401(k) plans, which allow workers to put aside savings from their pay before taxes, are gaining in popularity. Such plans are useful as an individual supplement to strongly defined group benefit programs.

The Utility Workers at Detroit Edison achieved a plan in which they can invest up to 10 percent of their pretax earnings. The company will match the first 4 percent.

The ABG and USWA settlement at Alcoa gives employees the option of forgoing a second pay increase and substituting a 50 percent company match to 401(k) plan contributions.

The SEIU contract with the League of Voluntary Hospitals and Homes of New York establishes a committee to study the possibility of starting a new 401(k) or similar savings plan.

Workers covered by ACTWU's contract with the CMA will be able to supplement their retirement income by participating in a new jointly controlled 401(k) plan.

An innovative development in ATU's contract with the Sacramento Regional Transit District allows employees who have accumulated sick leave beyond a certain level to convert the leave to cash, which is deposited in the worker's deferred compensation plan.

Vacations and holidays

The USWA contract at Inland provides for an additional week of vacation in 1994 and 1996, while at Bethlehem, the union achieved an additional floating holiday. The agreement at National provides for a holiday observance of Martin Luther King Jr. Day.

The Longshoremen and Warehousemen and the Pacific Maritime Association agreed to substitute the birthday of the late Farm Workers President Cesar Chavez for one of the more traditional holidays.

At Commonwealth Edison, the IBEW gained four floating holidays that can be substituted for four recognized holidays. At Pacific Gas and Electric, they gained Martin Luther King Jr.'s birthday as an additional paid holiday.

SEIU's contract covering janitors in San Francisco also grants Martin Luther King Jr.'s birthday as an additional paid holiday, bringing the total to 10.

A variety of gains

The USWA at Inland Steel was among the unions that gained neutrality agreements, in which employers agree not to oppose union organizing efforts at worksites not yet covered by an agreement.

The ATU at Sunline Transit Agency was among the unions that successfully negotiated automatic checkoff for voluntary contributions to the Committee on Political Education or other union political funds.

The AFA settled a contract with USAir that enables pregnant flight attendants to continue working until a doctor certifies disability and that suspended the USAir policy restricting an attendant's allowable weight.

New Jersey nurses end strike, ratify 4-year pact

By Sharolyn A. Rosier

Nurses employed by Jersey Shore Medical Center in Neptune, N.J., won a landmark strike, ratifying a new four-year contract on March 11.

The 680 nurses are represented by the Hospital Professional and Allied Employees/AFT Local 5058.

Management's threat to ''permanently replace'' strikers and its callous attitude toward patients — risking their health with scabs — made the strike a national cause for labor, with statewide activity by community groups to support the nurses.

''The settlement represents a compromise on the issue of merit pay but not on the principles we care about most,'' said Wendy Edelson, president of Local 5058. ''The merit pay component will assure that about two-thirds of a nurse's pay increase will be based on performance.''

The new contract gives the nurses the choice between phasing in merit pay over two years or putting the plan fully into effect in the third year.

If the merit pay plan is phased in over two years, nurses will receive increases up to 4 percent based on their performance plus an additional guaranteed increase of 40 cents per hour. The nurses also will receive a 4.3 percent wage increase in the first year.

A third party will work with the union and medical center administrators to develop criteria-based performance evaluation forms. During the phase-in period the parties also will be exploring ways that the nurses can grieve on evaluation disputes.

In addition, the new contract defines full time as 36 hours instead of 40 and expands the rights of nurses to full training and orientation in order to bid on new positions in the hospital.

Contract provisions also guarantee that 75 percent of the nurses will be reinstated within 30 days and the remaining 25 percent will be offered positions by seniority as they become available.

''While it may take time to heal some of the wounds created by the strike, it is in everyone's best interest to return the long-term dedicated nurses and begin the process of rebuilding,'' said Edelson.

The nurses struck Dec. 4 over the medical center's plan to implement a merit pay system based on supervisor favoritism or other subjective reasons. The center also proposed an ''open shop,'' but the final agreement retained the union security clause.

The medical center hired replacement workers from U.S. Nursing Corp. of Denver. In 1992, that firm was faced with 400 charges of impropriety, mainly involving nurses' qualifications, the union said.

Newspaper Guild adds unit of 1,100 at Boston Globe

Vote continues win streak in organizing campaigns

By Candice Johnson

The Newspaper Guild has gained a unit of 1,100 employees at the Boston Globe, where the members of an unaffiliated employee association voted 456-334 to become a local of the TNG.

The campaign marks the fourth major organizing victory for TNG in recent months. In addition to enlisting the Globe employees, the Guild gained 2,800 at the Canadian Broadcasting Co. and more than 600 at newspapers in Worcester, Mass., Ontario, Canada, and Philadelphia.

The Globe employees work in commercial, advertising, business, editorial and other departments. TNG President Charles B. Dale said members of the employee association reported it had recently encountered ''three years of the most difficult and often most bitter contract negotiations'' in its history. ''Those workers were ready for the support and solidarity of a national labor movement,'' he said.

AFL-CIO President Lane Kirkland wrote to all members of the Boston Globe Employee Association (BGEA) before the vote and described the benefits of national solidarity.

A vote to affiliate with TNG would make available ''the economic resources and technical expertise you will require when negotiating with major media corporations such as the Boston Globe's new owners, The New York Times Company,'' which bought the newspaper last year, he said.

Kirkland noted that affiliation with TNG would ''provide these types of resources nationally while guaranteeing your autonomy on the local union level.'' Globe workers also would gain the full support of the AFL-CIO, its 86 affiliates and 13.3 million members, he wrote.

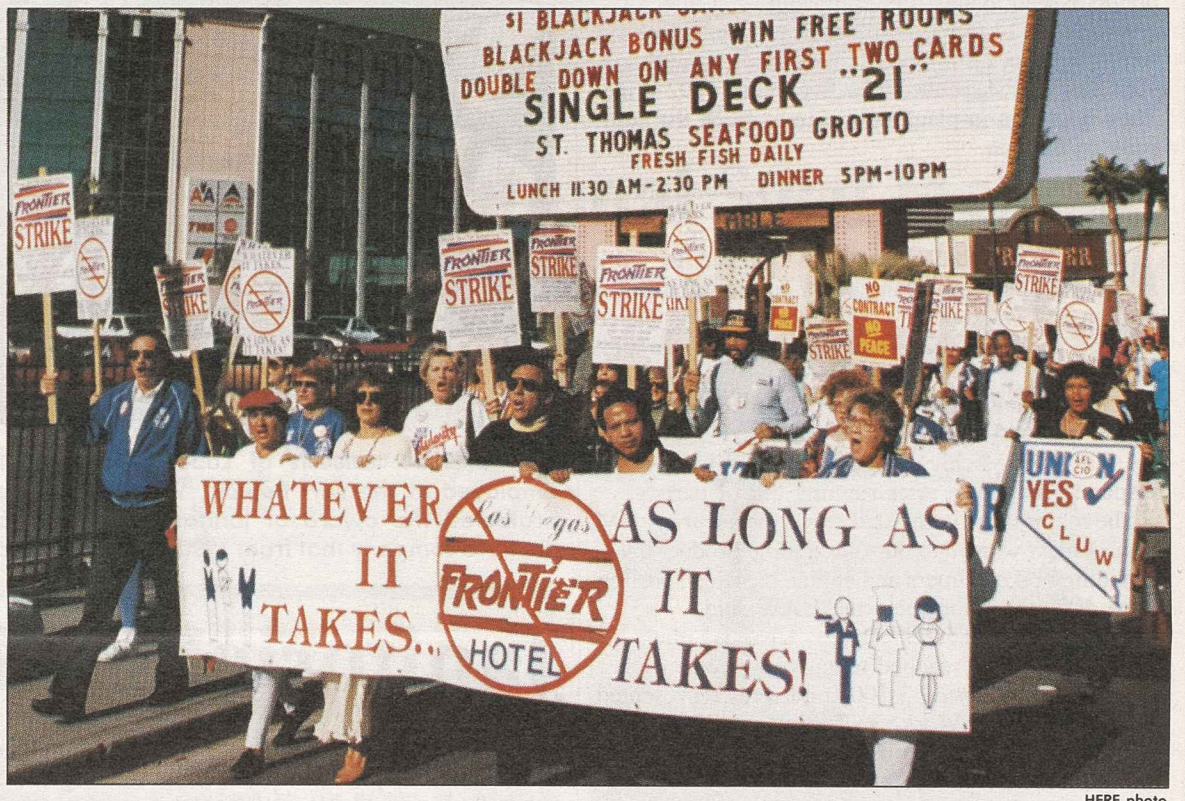
Kirkland noted the Guild's proud history of representing workers in the print and media communications field and stressed its future as a growing union in that industry.

After the vote, BGEA President Robert A. Jordan said affiliation would give the union ''the much needed strength, resources and expertise of the Newspaper Guild'' for future bargaining. The association last month finally ratified a hard-fought four-year contract that included a pay increase and other benefits, along with some concessions demanded by the publisher.

''Although Globe management vigorously and aggressively fought our efforts to affiliate with the Guild, we hope that both sides can now focus on developing a positive working relationship,'' he added.

TNG international representative Eric Geist said the union had been working with BGEA over the past few years.

''They had a tough round of bargaining the last time out, and we tried to help. Association members realized that they had to be able to draw on the resources of the AFL-CIO'' in order to overcome the employer's hostile attitude.



HERE photo

Frontier strikers are joined in rally by members of the Coalition of Labor Union Women.

Frontier, Diamond show need for S. 55

Continued from Page 1

The AFL-CIO continues to mobilize its grass-roots network to gain the 60 votes needed to end the filibuster. The bill passed the House of Representatives June 15 by a 239-190 margin.

The Diamond Walnut and Frontier strikes are compelling testimony to the need for Congress to pass S.55. Organized labor has argued that the use of ''permanent replacements'' intensifies and prolongs strikes. The bill would bar employers from permanently replacing workers who exercise their legal right to an economic strike.

Reich's invitation to FMCS mediation is a ''new opportunity to close this chapter and end the pain for the 500 Diamond Walnut workers,'' said IBT President Ron Carey, who pledged his personal involvement in the talks. Efforts at mediation last fall failed.

Two members of Congress from California, Tom Lantos (D) and Richard Pombo (R), had called for renewed bargaining. Lantos, who conducted field hearings on the strike, urged the company to stop its illegal activities and come to the bargaining table. Pombo, who had previously backed the company, asked Reich in January to mediate the strike.

In a letter to both sides, Reich said his call for mediation was prompted by a Labor Department fact-finding report by Karen Nussbaum, director of the Women's Bureau. Since her report last fall, Reich said, ''we have received letters from your (IBT) members, from regional community leaders and from literally every party to the dispute.''

Support for the 500 mostly women and minority members of IBT Local 601 has been coordinated through the AFL-CIO Strategic Approaches Committee, which also has helped rally labor in support of the Frontier workers.

Gov. Miller's assessment of the Frontier management's incalcitrance came as no surprise to the long-suffering members of the Hotel Employees and Restaurant Employees Culinary Workers Local 226.

''The facts show that the Frontier alone is responsible for the continuation of the strike, and that the Frontier reneges on agreements, refuses to negotiate, takes absurd positions and bargains in bad faith,'' said Jim Arnold, secretary-treasurer of the local.

After reading the report by fact finder-mediator Sam Kagel, Gov. Miller said, ''It is evident that Frontier management is not prepared to resolve the remaining issues.''

About 500 workers were forced to strike at the Las Vegas hotel in September 1991, primarily over demands for health care and pension givebacks. But the Kagel report noted that the health and welfare details were settled in September 1993.

''They said the strike would be settled if the union would give up on the health and welfare issues,'' said Arnold. ''In spite of that, there is no settlement. Why, since that was supposed to be the issue all along?''

Besides the health and welfare issues, some 90 percent of the terms of a new contract had been settled as of Feb. 20, 1994, Kagel reported.

''It would appear the remaining 10 percent could be reached through binding arbitration if management truly wants to resolve this dispute,'' Miller said. ''I am ready to assist the parties in reaching a final resolution if and when they are both ready to do so.''

Kagel was appointed in May 1993 and scheduled some 27 fact-finding sessions. The sessions were stopped in mid-February after Frontier announced it would not continue negotiations on any issue until it gained a return-to-work agreement.

The Frontier said it would not rehire several striking workers it maintained are guilty of picket line misconduct. But the hotel would not provide a listing of those workers nor tell why specific workers were singled out.

''Such a policy does not seem to be in accord with fair labor practices,'' said the governor.

BARGAINING

NLRB upholds Cat strike

The National Labor Relations Board declared that the UAW's three-day strike shutting down Caterpillar Inc. plants around the country was triggered by the company's unfair labor practices.

The NLRB complaint, issued March 8, charges that Caterpillar broke the law by threatening to ''permanently replace'' workers who participated in the November strike. The use of ''permanent replacements'' is banned by National Labor Relations Act and the loophole created by the 1938 Supreme Court decision in Mackay Radio applies to economic strikes only.

The complaint names seven Caterpillar foremen and managers in East Peoria, Aurora and Decatur, Ill., who made the threats.

The NLRB also issued a complaint charging that company managers in Pontiac, Ill., illegally suspended UAW Local 2096 committeeman Dave Spratt for union activities. This brings to 70 the number of complaints issued against the company.

More than 14,000 Caterpillar employees have been working under an imposed contract for more than a year after they suspended their five-month 1992 strike. They began an in-plant campaign to force the company to bargain.

UAW ends Delco strike

About 3,000 UAW members returned to work March 17 after ratifying a new contract that ended a three-day walkout at two General Motors Delco Chassis Division brake-making plants in Dayton, Ohio.

The two plants are major suppliers for most models of GM cars and trucks. The strike forced GM assembly plants in Michigan, Indiana and Wisconsin to suspend production after running out of parts.

The major issue in the strike was job security. GM management wanted to outsource some product lines, including brake calipers and engine bearings, costing some 400-600 union jobs, the UAW said.

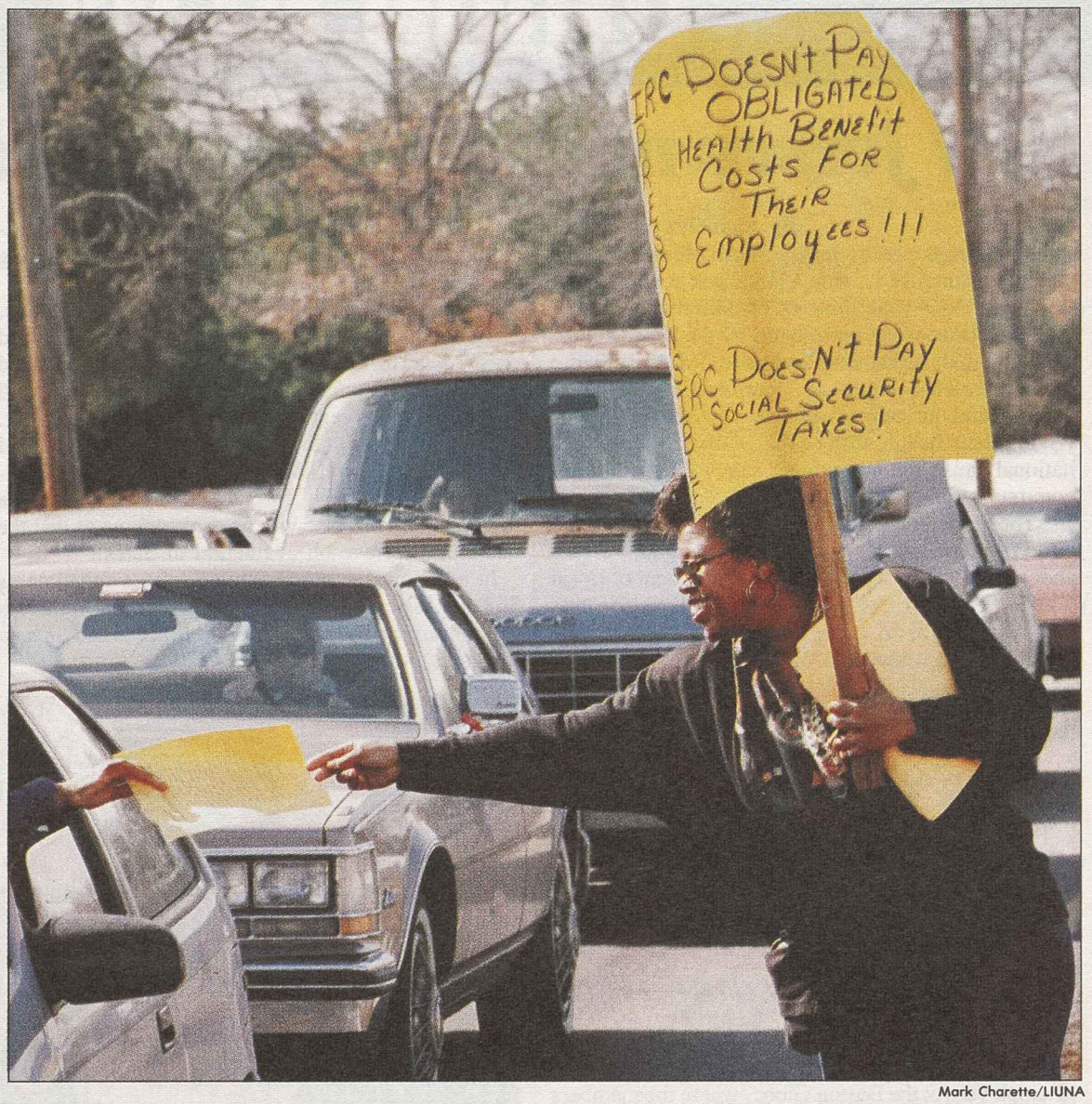
Workers at another Delco Chassis plant in Rochester, N.Y., reached tentative agreement on a new contract covering 3,100 employees represented by the Electronic Workers. The plant makes windshield wiper systems, compact motors and actuators for convenience products.

ACTWU strikes Health-Tex

Some 1,200 members of the Clothing and Textile Workers struck Health-Tex plants in three states after the company bargained in bad faith at the last phase of contract negotiations.

The March 14 walkouts involve 300 workers in Warrenton, Ga.; 400 in Centreville, Ala.; and 500 in Danville, Va. ACTWU spokesman Michael Zucker said the workers struck after the company reversed its position on outsourcing language in the new contract. All economic issues have been settled, he said.

The company had agreed to abide by existing contract language, Zucker said, maintaining employment levels and to follow an arbitrator's ruling last year that it could not reduce union employment through outsourcing. But the company changed its position near the end of talks, precipitating the strike, he said.



Mark Charette/LIUNA

More than 50 members of Laborers Local 571 employed at the Fort Belvoir, Va., Army Base protested the award of janitorial contract to IRC — a company that from 1990 to 1993 refused to pay health benefits and Social Security taxes to service contract workers at the military facility. LIUNA member Trena Diggs was among the trade unionists handbilling passing motorists.

Janitorial package sweetened

Some 3,000 janitors who clean commercial buildings in the Minneapolis-St. Paul area are working under a new three-year master agreement that provides wage increases totaling 75 cents per hour.

The terms of the master agreement apply to about 18 janitorial companies in the metropolitan area, said Dan Klingensmith, secretary-treasurer of Service Employees Local 26 and chief negotiator. Several of the larger cleaning firms bargained jointly for the agreement, which extended the terms to a number of smaller firms.

The union represents about 90 percent of janitors who clean buildings in the central commercial sections of Minneapolis and St. Paul. In the outlying suburban areas the unionization level is lower, he said.

The new agreement, which became effective Jan. 1 and runs through Dec. 31, 1996, provides three 25-cent-per-hour wage increases, boosting the hourly rate for experienced full-time cleaners in downtown buildings from $7.26 per hour to $8.01 per hour in the last year of the contract. The part-time rate goes from $6 per hour to $6.75 per hour.

For workers who clean suburban buildings, the contract establishes a new full-time rate of $6.50 per hour, the union said. Increases of 30 cents per hour next January and 40 cents in 1996 will put the full-time rate at $7.20 per hour in the last year of the contract.

The part-time rate in the suburbs goes up 30 cents per hour each year, increasing from the previous $5.60 per hour to $6.50 per hour in the last year of the contract.

The two sides agreed to larger increases for suburban janitors in an effort to bring the wage rates for the suburbs more in line with the higher rates downtown. With the more attractive suburban rates, the union will be working to increase the level of representation in the suburbs through additional organizing.

The agreement also calls for employers to increase their monthly contribution for health care by $5 per month and increase disability pay from the previous $64 per week to $100 per week.

Reich acts to clear up 16-year sex bias case against Honeywell

By James B. Parks

After years of litigation, female workers at a major federal contractor moved closer to gaining justice.

Labor Secretary Robert B. Reich ruled March 2 that Honeywell Inc. systematically excluded women from higher-paying jobs at its Minneapolis-St. Paul facilities between 1972 and 1977.

The Honeywell case was one of the department's oldest pending bias complaints. Since June 1993, Reich said, ''we have disposed of about half of the 100 longest pending discrimination cases,'' including 22 of the oldest 26. This case took ''16 years, four presidents and seven labor secretaries to resolve,'' he said.

''It is refreshing to see a federal agency, especially the Office of Federal Contract Compliance, using its authority to end segregation and discrimination in employment,'' said AFL-CIO Civil Rights Director Richard Womack.

''Secretary Reich has put employers on notice that discrimination by companies doing business with the government will not be tolerated any longer,'' he said.

Reich's ruling supports an OFCCP finding that Honeywell's actions violated a presidential executive order. An administrative law judge overruled that decision, which was appealed to DOL where it languished — along with a backlog of other cases —since 1982.

The Labor Department's inspector general last year suggested that political considerations kept the Office of Administrative Appeals from acting on unsettled cases. The report severely criticized the office for serving the needs of past labor secretaries rather than individuals in the cases and called the failure to issue final decisions in the oldest pending cases an ''injustice.''

Some 3,900 women worked for Honeywell in the Minneapolis-St. Paul area in the 1970s, the department said. An administrative law judge will recommend remedies for the discrimination.

Reich said the company assigned women to predominantly female ''seniority groups'' that had fewer opportunities for advancement and ''actively deterred'' them from bidding for promotions into certain higher-paying jobs, especially those designated as heavy-duty work. Job descriptions were written ''to emphasize heavy-lifting duties and unpleasant working conditions,'' he said.

The system ''actually continued Honeywell's practice from the 1950s and 1960s of maintaining more than 2,000 'men only' jobs,'' Reich said. A company memorandum allowing women to bid on the jobs ''stated that 'as a practical matter' most women could not perform'' these jobs.

The case began in 1974 when an investigation of Honeywell's Minneapolis plant resulted in allegations that the company assigned women to sexually segregated job categories with lower wages and less opportunity than male job groups.

Reich also asked both sides in another longstanding case, against St. Regis Corp., to begin mediation. An administrative law judge ruled the company discriminated against women in hiring, job assignments and discharge policies at its Libby, Mont., lumber and plywood plant.

Alaska attendants ratify 5-year pact; USAir seeks cuts

The Flight Attendants ratified a five-year contract with Alaska Airlines that provides wage increases and scheduling improvements for the 1,500 attendants.

The agreement, ratified by a 921-64 vote, is similar in some ways to a contract covering attendants at Southwest Airlines.

The settlement provides for monthly salary increases ranging from $300 to $1,000, depending on seniority. Attendants will be paid based on miles flown, rather than on hours worked, with scheduling flexibility so "we can fly as much or as little as we want," said Mary Jo Manzanares, spokeswoman for the AFA Alaska unit.

Other improvements include an increase to 7 percent of salary for the company's pension contribution, which will be made into a 401(k) investment plan. The agreement maintains the current level of medical coverage with no change in the employee contribution and restores the agency shop provision Alaska eliminated last year when it imposed work rule changes on the attendants.

In other industry developments:

- Unions at USAir have agreed to meet with the carrier's management and investment officials to review USAir's gloomy financial situation. The four unions, representing some 25,000 workers, are the Air Line Pilots, Machinists, AFA and Transport Workers.

USAir, hurt by fare cuts, posted a loss last year and has estimated a first-quarter 1994 pre-tax loss of $200 million. It approached the four unions earlier this month to determine ways carrier expenses could be cut and productivity increased.

- A group of non-union workers at United Airlines has asked the Teamsters for representation and will participate in informational meetings in major United hub cities over the next few weeks.

An organizing committee representing the 20,000 secretaries, engineers, ticket and reservation agents and clerks is seeking IBT support and a role in the proposed worker buyout of the carrier.

IBT President Ron Carey said the carrier had given this group "no say in determining their wages, benefits and how much stock they would get in return for cuts. They want the Teamsters behind them to make sure they get a fair shake."

Two unions at United — ALPA and the IAM — have put together an employee stock ownership plan that, together with the non-union group, would transfer to workers at least 53 percent and as much as 63 percent of the airline in exchange for wage and benefit concessions.

AFA had reviewed plans for participation, but broke off talks with the carrier over the amount of concessions required of attendants and the airline's plans to open foreign bases and cut attendant jobs.

Union members have agreed to the buyout proposal; United shareholders are tentatively set to vote on the plan by June.

— Candice Johnson

UTU, rail group reach tentative agreement

The United Transportation Union reached a tentative national settlement with the National Railway Labor Conference, covering conductors, brakemen and yard workers on most major railroads.

The agreement, reached after several months of informal talks, would replace the current contract set to expire Dec. 31. That settlement was imposed by Congress following a nationwide, one-day strike in April 1991.

Terms of the proposed settlement are being distributed to UTU general chairmen. The UTU constitution provides for membership ratification of national agreements.

In other rail industry news:

- A bill has been introduced in Congress to restore the labor protections for rail workers who are currently denied those benefits by an exemption adopted by the Interstate Commerce Commission during the Bush administration.

The ICC exemptions strands workers who are displaced when larger carriers sell lines to smaller railroads. The bill pending would restore at least partial wage and benefit payments to those workers.



Photos by Raymond Crowell/Page One Photography

USWA President George Becker rallies crowd outside NKK's Washington headquarters.

Rallies blast National Steel lockout

Workers cite broken promises at Minnesota pellet plant

By Candice Johnson

"Stop the lockout" was the message Steelworkers and supporters in nine locations sent to National Steel Corp. and its majority share owner, Nippon Kokan Corp.

The unionists were protesting the tactics of National Steel Pellet Co., a subsidiary of National Steel, which six months ago locked out 614 USWA members at its Keewatin, Minn., facility. The USWA Local 2660 members, who had accepted the company's contract proposal Sept. 15, were locked out a day later. NKK said it was idling the plant indefinitely.

In Washington, nearly 200 unionists picketed and protested outside NKK headquarters. USWA President George Becker told the crowd that both the workers and the Minnesota Iron Range community were being held hostage by the tactics of National Steel and NKK.

"There must be some humanity and dignity, some respect from these corporations for workers," he said, pledging to stand with the National Steel Pellet workers for as long as it takes.

Joining the rally was Electronic Workers President William Bywater, who presented Becker with a check for $10,000 to help in the fight.

Other pledges of support at the Washington rally came from the Government Employees and the metropolitan Washington AFL-CIO. Becker led a small group inside to the NKK offices to deliver the message that "we're tired of playing games, we're tired of hidden agendas and we want our people back to work."

David Mlakar, a member of Local 2660, told the crowd that the company betrayed the union workers who, in a previous agreement, accepted cuts in compensation and worked to reduce company costs per ton. "But the company didn't keep its promise and it didn't bargain in good faith," he said.

The local and National Steel Pellet management in 1992 formed a "survival task force" dedicated to reducing production costs and to gain state funds and private investment to upgrade and install new technology.

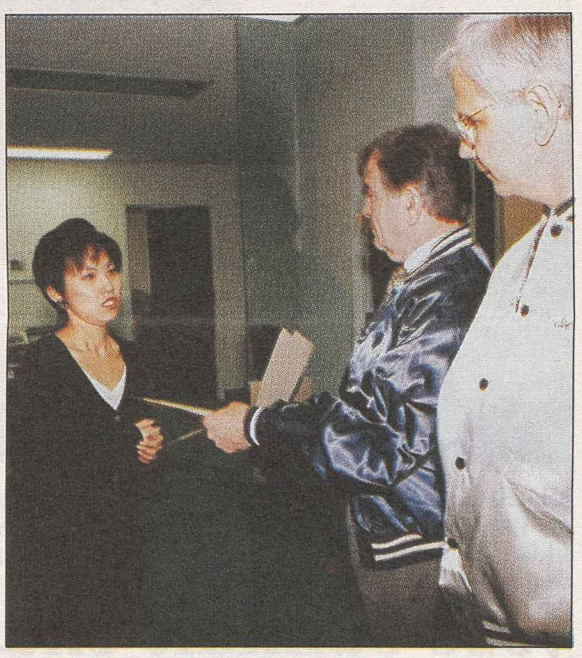
But in July 1993, that cooperative effort fell victim to the company's bad-faith bargaining, the USWA said, noting that National Steel Pellet refused to provide financial information requested by the union.

Management's contract offer fell far short of the National Steel industry model, with inadequate health care coverage and substandard job security, gainsharing, bonuses and pension provisions, the union pointed out.

Negotiations continued over the summer, with workers at National Steel Pellet and two other iron ore companies — Cleveland Cliffs and Hibbing Taconite — voting to strike Aug. 1.

Settlements were reached with other mines, but National Steel Pellet and its parent National Steel refused to consider a similar agreement for the Keewatin facility.

Rejecting a union proposal that would provide both wage and benefit increases and cost savings to the company, officials from both companies said the mine would be indefinitely idled.



USWA's Becker, with AFL-CIO Organization Director Joseph Shantz, deliver the "stop the lockout" message to an NKK representative.

The USWA members agreed to accept the company's proposal on Sept. 15, then offered to return to work unconditionally two days later after the lockout was implemented. National Steel Pellet refused that offer, continuing its lockout.

National now faces some 20 unfair labor practice charges filed with the National Labor Relations Board.

In mid-October, the company said the facility was being idled because it was unable to reach a new concessionary agreement with the union by Oct. 15, the deadline for signing a long-term contract with Minnesota Power Co. Yet National Steel Pellet later admitted that it had not bid on any new agreement with the power company and had not intended to do so, clear evidence of its bad faith bargining, the USWA said.

The company, which produces iron ore pellets for use by National Steel, said it could buy the pellets at a better price elsewhere, but a USWA analysis indicates that outsourcing the pellets may be more costly in terms of quality, price fluctuations and other factors.

Similar demonstrations were held at NKK or National Steel Corp. facilities in Ecorse, Mich., Granite City, Ill., Mishawaka, Ind., Santa Clara, Calif., New York, Houston, Los Angeles and Vancouver, British Columbia.

Earlier this year, a delegation of USWA officers and members and a Minnesota state senator met in Japan with top managers of NKK Corp., U.S. Ambassador Walter Mondale and leaders of Japanese trade unions.

Continuing layoffs cloud employment picture

By John R. Oravec

The nation's unemployment rate eased to 6.5 percent in February as employers added 217,000 workers to their payrolls. The government's household survey showed a gain of 290,000 jobs.

The jobless rate had been at 6.7 percent in January, the first month the Bureau of Labor Statistics began using a new method of collecting household data.

Almost every sector of the non-farm economy except for construction added jobs last month, BLS reported. Payrolls grew by 121,000 in services; 58,000 in retail trade; 7,000 in government; and 12,000 in manufacturing, although factory payrolls were still 174,000 below February 1993. Construction payrolls fell by 22,000 over the month.

Despite signs of an improving jobs situation, BLS data showed that the average duration of unemployment rose to 18.7 weeks in February from 18.3 weeks in January.

The government said 3.1 million workers were unemployed 15 weeks and longer in February, including 1.7 million who had been jobless more than 26 weeks.

Jobless rates in principal industries were 13.3 percent in construction; 6.1 percent in manufacturing; 8 percent in wholesale and retail trade; and 4 percent in mining.

While a net gain in payroll employment has been recorded so far in 1994, a private survey found corporate downsizing in the first two months of the year accounted for 143,564 announced layoffs.

According to the Chicago-based consulting firm of Challenger, Gray and Christmas, 34,618 job reductions were announced in February and 108,946 in January. The largest bloc of cutbacks — some 59,000 jobs — came in communications by Nynex, GTE, Pacific Bell and AT&T.

After BLS issued its February report, Raytheon Co. said it will lay off up to 4,400 workers over the next two years. The large defense contractor said it will close three plants in Massachusetts and consolidate all of its missile production at one plant in Andover, Mass. Raytheon also said it plans to shut down an aircraft maintenance facility in Selma, Ala.

Vought Aircraft Co., based in Dallas, disclosed plans to lay off 2,000 workers by 1995 because of reductions in aircraft productions.

But job prospects brightened at Boeing Co. and McDonnell Douglas Corp. as the Clinton administration announced a $6 billion agreement by Saudi Arabia to purchase U.S.-made aircraft.

The state-owned airline, Saudia, chose the U.S. aircraft makers over Europe's Airbus Industrie consortium to replace about 50 airliners with American airplanes.

In Detroit, the Big Three auto makers disclosed plans to expand capacity by a million units in car and truck production, which is expected to add about 9,500 new jobs.

Analyts said the auto industry was slow to pull out of the impact of the Bush recession until the last quarter of 1993 and the car makers had been reluctant to spend on capacity increases.

AFL-CIO chief economist Rudy Oswald noted that 15.1 million workers were affected by partial or total unemployment in February, with 8.5 million officially jobless, 4.6 million in part-time jobs involuntarily and another 2 million who looked for work in the past year with avail.

Unemployment rates in five major states exceeded the national average: California, 9 percent; Michigan, 7.9 percent; New York, 7.8 percent; New Jersey, 7.3 percent; and Texas, 6.9 percent.



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland discusses labor leaders' recommendations for the G-7 jobs summit to Labor Secretary Robert B. Reich along with, from left, AFL-CIO Secretary-Treasurer Thomas R. Donahue; John Evans, general secretary of the Trade Union Advisory Committee to the Organization for Economic Cooperation and Development; and Jack F. Otero, deputy assistant secretary of labor for international affairs.

Jobs summit ends with promise, but without results

By James B. Parks

The ministers of the seven top developed nations wrapped up their jobs conference in Detroit with no major new initiatives, but with a promise to continue to explore ways of increasing employment worldwide.

Trade union leaders from the seven nations and four international labor organizations had urged broad new initiatives as part of a "Global New Deal" of coordinated actions for job growth in the short-term and more viable economies in the long term.

The group said no such goals can be attained through reliance on the dogmatic "free market" approach of the past decade. That dogma must be jettisoned, they said, and replaced with a more pragmatic approach that gives top priority to job creation.

After meeting in a two-day "labor summit" at AFL-CIO headquarters, the trade union leaders March 4 presented the statement to Labor Secretary Robert B. Reich, who attended the Detroit summit.

Treasury Secretary Lloyd Bentsen, in a statement, said the issues raised in Detroit among Cabinet ministers will be addressed by world leaders when they convene for the annual economic summit of the so-called Group of Seven countries — the United States, Japan, Germany, Canada, Italy, France and Britain — this summer in Naples.

"Our discussions here will help to frame an agenda for Naples on economic policies to deal with unemployment and job creation. We're also asking the Organization for Economic Cooperation and Development to examine the relationship between productivity, job creation and technology, especially information technology. And we want the OECD to expand its analysis of data on job creation and job loss," Bentsen said.

Reich, during a post-summit news conference, alluded to one of the issues — unnecessary corporate downsizing — raised in the labor leaders' proposals.

"There was a time not too long ago even in the United States where there was an unspoken contract that if your company was doing well and you've worked conscientiously, you'd have a job for life, for as long as the company continued to do well," he said, but today that unspoken contract "is being broken, unquestionably."

"There is, I think, a serious question — and the jury is out — on the consequences of that trend for the loyalty and continued willingness of the work force to invest their own time and energies and going the extra mile in innovating, in coming up with labor-saving ideas. It's difficult to ask workers to come up with labor-saving ideas when their heads may be the next ones on the chopping block," Reich said.

Mexico reportedly to turn jails into maquiladora factories

The Mexican government is planning to convert eight jails in Mexico City's penal system into maquiladora manufacturing centers employing prison labor, according to two trade publications — El Financiero and Etorno Laboral.

At least 102 companies have expressed interest in the proposed operation to capitalize on the use of government-provided equipment, tax exemptions and the "captive labor of some 8,500 inmates." But El Financiero insisted that the prisoners would receive vocational training and a just wage for their labor.

Meanwhile, prison manufacturing operations are on the upswing at Juarez's Center for Social Rehabilitation for Adults, according to Diario de Juarez.

"Currently made at the jail are uniforms, robes, plastic items for harnesses, boots, leather belts, concrete blocks and different types of arts and crafts," the newspaper reported. It quoted the city director of rehabilitation as noting that the maquila project was initiated "so the inmates would have some income, learn a trade and become rehabilitated in reality."

Trade analysts have been unable to discern the exact flow of prison-made products into the United States, but Rep. Henry B. Gonzalez (D-Texas) wants it stopped before it escalates.

Legislation introduced by Gonzalez last July would "prohibit the transportation in interstate commerce or from any foreign country into the United States of services provided by convicts or prisoners."

The Gonzalez bill, H.R. 2749, was prompted by a 1992 U.S. Customs Service ruling that it was legal for U.S. manufacturers to import promotional coupons processed at a Juarez prison industrial facility.

He branded the Customs ruling as excessively broad, which could even allow the use of prison labor in maquila-made clothing, electronics and autos.

"Such operations will happen because the Mexican convict can be paid even less than the already underpaid workers in South Texas and less than the $4 a day made by other maquila workers in Mexico," Gonzalez noted.

"Now that so-called free trade can employ incarcerated labor, the southward flow of jobs out of United States will be turned into a torrent."

— John R. Oravec

NEWSMAKERS

The Office and Professional Employees executive board has elected **Michael Goodwin** as president of the union. He succeeds John Kelly, who died. *(See story below.)* Goodwin, a vice president for the union since 1979, was secretary-treasurer of OPEIU Local 153.

After a year of political games, Stanford University Prof. **William B. Gould** was sworn in as the National Labor Relations Board chairman. Gould pledged to bring the board ''back to the center'' where ''it has the confidence of labor and management and the judiciary.'' Republicans held up Senate confirmation of Gould's appointment with demands for veto power over President Clinton's other NLRB appointments. Some admitted they opposed Gould because they felt his writings showed a bias in favor of workers and their unions.

Frederick L. Feinstein assumed his duties as the General Counsel of the NLRB earlier this month. Feinstein had been chief counsel to the House Education and Labor subcommittee on labor-management relations. He also worked as a field attorney for the NLRB regional office in North Carolina in the mid-1970s.

Mine Workers President **Richard L. Trumka** was named by President Clinton to the newly formed Commission on Entitlement Reform. The commission will review reforms and other cost-saving measures in federal entitlement programs.

National Mediation Board Member and former Chairman **Patrick J. Cleary** will not seek a third term at the NMB. During his decade tenure at the Board, Cleary mediated disputes between USAir and the Air Line Pilots, United Airlines and the Flight Attendants and the National Railway Labor conference and the Machinists, among others.

Richard J. Perry, secretary-treasurer of the AFL-CIO Union Label and Service Trades Department is retiring at the end of April. Perry served for 12 years as vice president of the Food and Commercial Workers before being elected to his current position in 1989. A pharmacist before joining the labor movement, Perry worked to modernize department operations.

AWARDS

Newspaper Guild member **Eileen Welsome** won the 1993 Heywood Broun Award for her series in the Albuquerque Tribune on ''The Plutonium Experiment,'' an account of radioactive procedures performed on unsuspecting American citizens. Welsome's articles will ''become known as an American journalistic classic,'' the Guild said. Welsome with a receive $2,000 cash award and a citation at an April luncheon. The Tribune, owned by the Cincinnati-based E.W. Scripps, also will receive a citation. **Craig Flournoy** and **Randy Lee Loftis** of the Dallas Morning News and **Steve Twedt** of the Pittsburgh Post-Gazette received honorable mentions. The judges were **Linda Diebel,** Toronto Star; **Dorothy Gilliam,** Washington Post; **Seymour Hersch,** independent investigative reporter; and **Rem Rieder,** American Journalism Review.

DEATHS

James P. Nolan, president-emeritus of the Broadcast Employees-CWA, died March 9 in a New York City hospital after a brief illness. He had just turned 65 three days before his death.

Nolan was instrumental in effecting the January 1, 1994 merger between NABET and the Communications Workers, which he described as his legacy.

Nolan, who helped reorganize the union in the 1960s, was a central figure in many contract negotiations with the television networks. ''His knowledge and long experience in both the history and workings of our union and the broadcasting industry were resources that can never be replaced,'' said NABET-CWA President John S. Clark, who replaced Nolan when he retired in October.

Office and Professional Employees President **John Kelly** died March 10 in New York City. He was 66.

Kelly spent his entire adult life in the labor movement, beginning his career as an organizer for the Retail Clerks in 1946. After the war, he became an organizer for OPEIU and rose through the ranks. Under his leadership, the union involved itself widely in the trade union movement, political action and community services.

Kelly has been honored for his work on behalf of civil rights by the NAACP, the Black Trade Unionists Leadership Committee of the New York City AFL-CIO and the Irish American Labor Council. He was honored in 1984 by the March of Dimes for his years of service to the handicapped.

Kelly served as vice president of the Industrial Union Department and has been a vice president of the New York City Hotel and Motel Trades Council.

RESOURCES

The Farm Workers are sponsoring a 350-mile **pilgrimage or ''peregrinacion''** from Delano, Calif., to Sacramento March 31 through April 23, to mark the route that UFW founder Cesar Chavez took in 1966 and to honor the first anniversary of his death. The UFW will seek to organize farm workers at ranches along the way and to bring their plight to the attention of state legislators in Sacramento. For more information, contact UFW Vice President Irv Hershenbaum at 805/822-5571 ext. 151.

VIDEO

Retooling America, a television documentary about defense conversion that features Machinists President George Kourpias, is scheduled for broadcast on PBS stations on March 29 at 10 p.m. Check local listings for time and station.

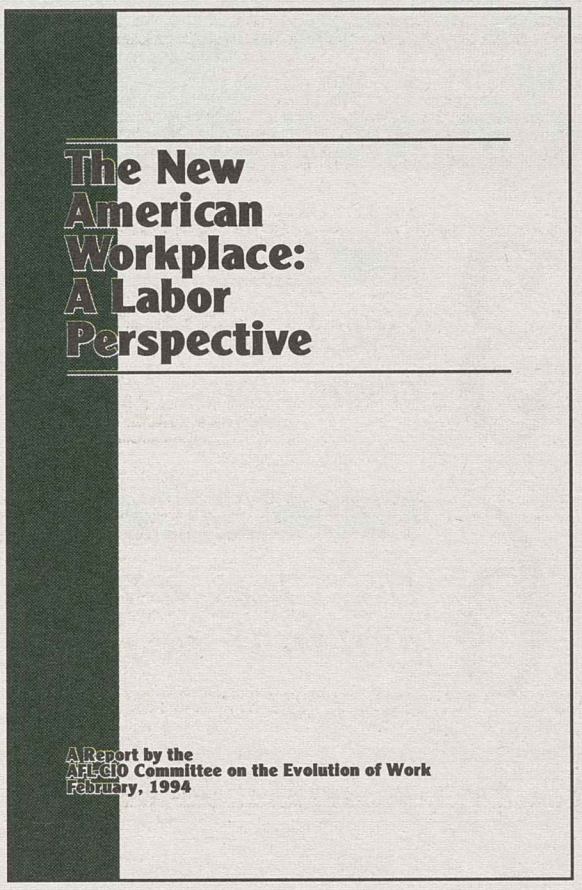
CONFERENCE

The 1994 **AFL-CIO Education Conference** and annual meeting of the University and College Labor Education Association will be held April 13-16 at the Hyatt Regency in Dearborn, Mich. Featured speakers include AFL-CIO Secretary Treasurer Thomas R. Donahue.

For more information on the conference, contact Tony Sarmiento in the AFL-CIO Department of Education at 202/637-5144.

The Government Law Center of Albany Law School in cooperation with AFT, AFSCME and the AFL-CIO Public Employee Department, will sponsor **Legal Issues in Redefining the Public Sector Workforce** in Albany, N.Y., March 29-30 at the school. Contact Barbara A. Mabel at Albany Law School, 518/445-2329.

The George Meany Center for Labor Studies is sponsoring a workshop on **The Family and Medical Leave Act: What Unions Need to Know** March 25 at 10000 New Hampshire Ave., Silver Spring, Md. 20910. The cost is $25 and includes materials and lunch. Contact Sharon Simon at the Meany Center, 301/431-6400.



The New American Workplace, a 38-page report prepared by the AFL-CIO Executive Council, gives a union perspective on the potential for labor-management partnerships. Single copies (publication No. 257) are free, 2-99 copies are 75 cents each, 100 to 999 copies are 60 cents each and 50 cents for copies over 1,000. Contact the AFL-CIO Department of Reproduction and Mailings, 815 16th St. N.W., Washington, D.C. 20006.

UNION NEWS

'Right to work' dumped

The New Hampshire House gave the ''right-to-work'' forces an even bigger shellacking than the last time out — 247-106, enough to raise questions among legislators on how often the question of banning union security clauses needs to be voted on.

The vote in the same chamber two years ago was 211-134, achieved when New Hampshire AFL-CIO President Mark MacKenzie and staff from the AFL-CIO Department of Organization and Field Services launched an extensive campaign.

Grass-roots efforts this year by New Hampshire union members overcame the lies put out by the opposition, said Barbara L. Ashlock, AFL-CIO regional field representative. A ''legislative action day'' also had a big impact on the vote, she said

'Don't Tread on Me'

Maritime unions are up in arms over the firing of an American President Lines ship's master and the muzzling of crew members.

Capt. Richard Nelson, master of the President Roosevelt and a member of Masters, Mates and Pilots, was fired for running up the historic U.S. flag which carries the slogan, ''Don't Tread on Me.'' Nelson acted to protest the company's proposed switch from an American flag operation to a foreign registry.

Company officials ordered him to leave the vessel in Taiwan and he was fired March 8. The company also has barred crew members from discussing the matter with the press.

Michael Sacco, president of the AFL-CIO Maritime Trades Department, said the action was ''intolerable.'' In a letter to APL president John M. Lillie, Sacco called for the dismissal of company officials involved in these ''anti-democratic and abusive actions.''

Teachers end strike

With student supporters rallied by Frontlash, the AFL-CIO youth organization, striking teachers at the University of Notre Dame and St. Mary's College in South Bend, Ind., gained a new contract after months of stalled negotiations.

The teachers had been working without a contract since the beginning of the school year. They are represented by the unaffiliated Indiana State Teachers Association/NEA.

The university considered using education students as replacement workers to break the strike. With Frontlash urging solidarity, none of the students crossed the picket line.

''The church has long stood up for the dignity and human rights of working people,'' said Jennifer O'Dell, a Frontlash member and a junior at St. Mary's. ''I think the students who would have scabbed considered the moral view.''

HDTV decision praised

The Electrical Workers and Electronic Workers are applauding a recent decision on the transmission element for High Definition Television, which the unions expect to generate jobs in this country.

The recommendation for vestigial sideband (VSB) technology by a working group of the Federal Communications Commission's advisory committee ''will speed the creation of a high-skill domestic industry in HDTV,'' said IBEW President John J. Barry.

The IBEW and IUE were early supporters of HDTV, working with a consortium committed to make the new TV sets in the United States. That consortium now is working in concert with other consortia to develop the standard for HDTV production.

Show set for Indianapolis

More than 300 local unions and union-represented companies will be featured at the four-day AFL-CIO Union-Industries Show March 25-28 at the Indiana Convention Center and Hoosier Dome in Indianapolis.

The show, in its 56th year, will display union members' skills and Made-in-America goods and services. Visitors can expect to see everything from high-tech productions to old-fashioned skills such as glass-blowing.

Tens of thousands of dollars worth of union-made goods also will be given away — from cereal products and home appliances to a new, fully loaded Oldsmobile Cutlass Ciera, a new Harley-Davidson motorcycle and a Sequoia model Coleman camping trailer.

NAFTA-displaced workers at 50 plants file for aid

By John R. Oravec

More than 750 displaced workers have been certified for trade adjustment assistance during the first 10 weeks of the North American Free Trade Agreement ''bridge'' program, which went into effect Jan. 1.

As of March 14, the Labor Department's Office of Trade Adjustment Assistance has received petitions for thousands of workers at 50 firms across the country whose jobs were adversely affected by the shift of production to Mexico or Canada.

The filings came from unions, worker groups and companies in 19 states, including nine plants in Pennsylvania, eight in Washington, seven in New Jersey, five in New York and four in Massachusetts. More than a dozen other states submitted petitions for workers where one or two plants had been affected by the runaway production or increased imports.

The Labor Department has been receiving an average of five petitions a week for the NAFTA Transitional Adjustment Assistance (NTAA).

''Workers involved in the production of a wide range of American-made goods — from apparel to electro-mechanical products, from bathroom soap to computer keyboards — are facing the threat of their jobs being shifted across the border,'' said AFL-CIO economist Sheldon Friedman.

To assist displaced workers filing claims under the NAFTA Title V program, a number of state AFL-CIOs have designated coordinators to work with union affiliates.

Any group of three or more workers, or their union representative, can petition for the NTAA benefits. The one-page petition forms are available in state unemployment offices.

Completed petitions should be submitted to the state governor's NTAA representative. Within 10 days, the state must make a preliminary eligibility finding. The state also must forward the petition to the U.S. secretary of labor, who has 30 days to make the final determination on eligibility.

Workers may qualify for certification if they have lost their jobs or are at risk of losing their jobs because their company has shifted production to Mexico or Canada; or if company imports from either country have increased.

Displaced workers qualify for up to 52 weeks of extended unemployment insurance benefits after regular UI compensation has expired. But they must enroll in a training program within strict time frames. Because of the restrictive provisions, the AFL-CIO has recommended that displaced workers also apply for regular trade adjustment assistance, a program with less stringent rules.

Income support payments under NTAA will be equal to the displaced worker's UI compensation.

Workers at 10 companies were certified for NTAA as of March 14 — nine because production was shifted out of U.S. plants and one because of increased customer imports. The certified workers were employed at Emerson Electric, Logansport, Ind.; Simmons Furniture, Vancouver, Wash.; Nintendo, Redmond,. Wash.; Steward Inc., East Ridge, Tenn.; Hubbell-Bell, Fogelsville, Pa.; Seattle Shake, Forks, Wash.; Northern Telecom, Stone Mountain, Ga.; Xerox Imaging, Peabody, Mass.; and Parkway Fabricators, South Amboy, N.J.

Petitions for NTAA were denied workers at six factories from among the 17 decisions issued by the Labor Department. Decisions are pending on 33 other petitions.

Projections by trade analysts have indicated that some 500,000 U.S. workers could lose their jobs during the first 10 years under NAFTA. More than 500,000 American workers had lost their jobs prior to NAFTA's enactment as their employers shifted operations to the low-wage maquiladoras in Mexico.

Re-employment plan called suitable start

Continued from Page 1

ogy facilitates the movement of capital across borders, a growing number of American workers suddenly find their employers picking up stakes and moving their operations abroad,'' he said.

Kirkland stressed that the labor movement's decades-long experience with job training has provided important lessons. Key among them is that ''any efforts to upgrade the skills of American workers — no matter how well-intentioned — are of little use so long as the nation lacks a wider, more comprehensive effort to create and sustain high-wage, high-skill jobs,'' he said.

While the administration initiative would set up a network of career centers, where services would be offered, Kirkland stressed that the Employment Service agencies should continue to be the center for job opportunities and skill development.

These agencies already have the infrastructure in place and already have capable people on board who know how to deliver help and make the system work, Kirkland said. But what the agencies lack is sufficient funding to get the job done, he added.

''The goals of this program cannot be achieved on the cheap,'' he stressed, noting the nosedive in services to the unemployed since the early 1980s brought cutbacks in funds for the Employment Service and unemployment insurance offices.

''We're heartened that this administration has called for increases in funding for retraining and accompanying income support, but the amount called for is still only about the amount spent 15 years ago on trade adjustment assistance alone,'' he pointed out.

Kirkland dismissed plans to privatize the Employment Service and to charge fees to the jobless workers who use those services as ''dumb ideas'' that ''should be off the table.''

He also called for changes in the unemployment insurance program, which currently provides unemployment compensation to only one of every three jobless Americans.

In testimony before the House Ways and Means subcommittee on human resources, AFL-CIO economist Markley Roberts outlined these concerns and recommendations for the re-employment initiative:

- The bill's excessive restrictions could severely limit workers' eligibility for income support during training. A proposal to limit those payments to 78 weeks or less is inadequate.
- Labor should be represented with participation in all levels of the program.
- When workers are profiled, the information should not be used to deny jobless benefits.

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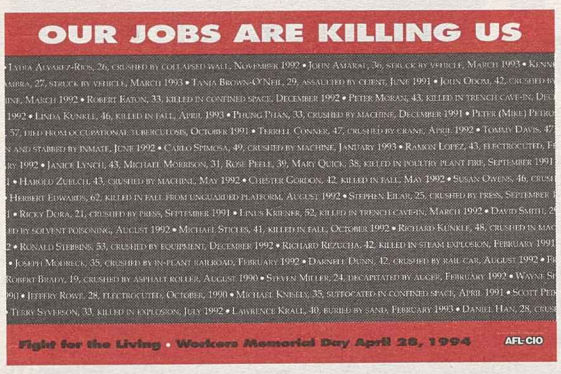
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Fight for living/*Pages 5-8*

AFL-CIO NEWS

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Labor steps up health care reform outreach

By Colleen M. O'Neill

Tepid support and outright hostility in Congress toward President Clinton's Health Security Act has spurred the AFL-CIO to intensify its vigorous campaign in Washington and at the grass roots to get a strong bill out of the House of Representatives.

As of April 4, 58 meetings with lawmakers had been held by legislative action committees in congressional districts, and more were scheduled. A grassroots coordinating panel also has been formed by representatives of the AFL-CIO and its affiliated unions.

Direct mobilization of union members in the districts is ongoing through direct mail and phone banks. Since the first of the year, more than 600,000 pieces of mail have been sent out, most recently a brochure geared toward union retirees mailed the last week in March.

More than 15,000 trade unionists have been contacted by phone, and two-thirds of those said they already had contacted their member of Congress or would do so.

Banners depicting the Health Security card symbolic of President Clinton's reform measure have been distributed to state federations, with additional distribution planned.

The Montana Family Union, an AFL-CIO associate membership program, joined with the state federation recently to sponsor a ''Workers' Dialogue on Health Care Reform.'' Sen. Jay Rockefeller (D-W.Va.) and Montana's Democratic lawmakers, Sen. Max Baucus and Rep. Pat Williams, appeared with AFL-CIO Employee Benefits Director Gerald M. Shea at the forum that featured workers, health care providers and employers both large and small.

Many activities have been geared to the congressional recess March 25-April 11, seen as one of the best chances to tell Congress of the pressing need for changes in the nation's health system.

In California, for example, a coalition of 23 labor, senior citizens, consumer and other groups rallied on behalf of comprehensive reform March 31 at the Los

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Rick Reinhard/UAW

UAW members sent an enthusiastic message to Congress that workers need striker replacement legislation. The campaigns for S. 55, health care reform and OSHA reform were major topics during UAW and Machinists legislative conferences. **See story, Page 3.**

Job safety drive ranges from Hill to communities

Workers Memorial Day offers timely spotlight

By Colleen M. O'Neill

As legislation to reform the nation's job safety laws wends its deliberate way through Congress, the AFL-CIO prepared to take its campaign to communities across the country in the sixth annual observance of Workers Memorial Day April 28.

The House Education and Labor Committee has reported H.R. 1280, while the House Post Office and Civil Service Committee has begun hearings. On the Senate side, the Labor and Human Resources Committee has completed hearings on S. 575 and is headed for mark-up this spring.

AFL-CIO Vice Presidents Gerald W. McEntee of AFSCME and John J. Sweeney of the Service Employees testified at the final Senate hearing March 22 on behalf of extending OSHA coverage to public workers, pointing out that more public employees die on the job than in any other sector.

''According to the National Safety Council, 1,700 public employees died on the job in 1992, more deaths than occurred in the mining or construction industries,'' Sweeney said. ''The inclusion of public employees in S. 575 will make a significant dent in reducing rates of illness and injury among public employees and will reduce the attendant costs.''

McEntee released a study commissioned by his union, ''Saving Money, Saving Lives,'' and summarized its conclusions for lawmakers.

''This study shows that OSHA coverage is effective in reducing workplace injuries, illnesses and deaths. . . . The overall cost of extending OSHA coverage to public employees is small in absolute terms and small compared to the economic benefits that would accrue.

''The fundamental reality is that public employers are now paying more covering the expenses of employees who have been injured on the job than they would have spent on preventing those injuries in the first place by conforming with OSHA standards,'' he said.

The cost of public employee workplace illness, injury and death in the 27 states without OSHA coverage can be estimated to be about $8.7 billion, McEntee said. If such coverage were estimated to result in an 8 percent reduction in injuries and deaths, he said,

Continued on Page 8

China trade fight: rights vs. dollars

Employers push extension of 'favored-nation' privileges

By James B. Parks

New evidence of tyranny by the Beijing regime continued to emerge as the Clinton administration considered whether to revoke China's special trade privileges.

At the same time, U.S. employers were mounting a very active campaign to get the president to extend most-favored-nation treatment to China with no strings attached. Those multinational corporations seek to remove the human rights and worker rights issues that impede their pursuit of low wages around the world.

China's MFN privileges expire June 3 unless Clinton acts to extend them. The AFL-CIO Executive Council in February urged the president not to renew MFN, noting that China has not met the human rights conditions set out in Clinton's 1993 executive order.

China's leaders have singled out workers for particular repression, fearing the emergence of a workers' movement similar to Solidarity, which ultimately doomed communism in Poland, said Jeff Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department.

The AFL-CIO places great importance on the establishment of free and independent trade unions in China, Fiedler told a forum of the Council on Foreign Relations. ''Democratic change in China will require that workers have a voice in the process.''

''We know that the Chinese authorities fear most the existence of real unions,'' he said. ''Their fear of a lone leader, Han Dongfang, was evidenced by his expulsion from China last August. Recent arrests of other worker activists provides further confirmation of this.''

Han, a 30-year-old railroad worker and recipient of last year's George Meany Human Rights Award, founded the Beijing Workers Autonomous Federation, China's first independent trade union since the Communist takeover in 1949.

Arrested in the wake of the Tiananmen massacre, Han was deliberately exposed to tuberculosis during

Continued on Page 11

Details of UAL union buyout set for stockholders

By Candice Johnson

The $5 billion employee buyout of United Airlines is back on schedule, with the Air Line Pilots and Machinists working out the deal's final sticking points with the carrier.

The remaining hurdle is a vote by stockholders, which will be held following a review by the Securities and Exchange Commission of the details of the buyout proposal in the proxy statement. The vote is expected by early summer.

Although members of both unions had ratified the proposal, a March 15 deadline imposed by the unions for working out the details had passed with several issues unresolved. After renewed talks, however, the final agreement — pending stockholder approval — was signed March 28.

Under the agreement, members of the two unions, along with a group of non-union workers, will receive an ownership stake of at least 53 percent and as much as 63 percent of the airline, depending on profitability, in exchange for wage, benefit and work rule concessions over a five-year period.

The agreement also calls for a new, 12-member board of directors to be appointed, with ALPA, the IAM and the non-union group each nominating one director. Four independent directors will be named and five directors will be elected by stockholders.

The unions have named Gerald Greenwald, a former executive at Chrysler Corp., to head the carrier. Greenwald and his top assistant will be two of the five public directors.

Stockholders will receive $750 million in cash as compensation for stock and $1.8 billion in notes and preferred stock holdings, at a value of $173 a share.

Pilots will accept a 15.7 percent pay cut, with some changes in pension benefits, while IAM members will take a 9.7 percent pay cut and suspension of a scheduled 5 percent raise. The non-union workers face an 8.25 percent pay cut.

The Flight Attendants, who pulled out of the buyout talks, expect to consider new efforts to reach agreement with the new management. The union has charged that the current top management of United "is not interested in dealing fairly and constructively with the threshold issues for flight attendants: job security, equality of treatment and respect."

USAir Express pact set

In another industry development, down-to-the-wire negotiations resulted in a tentative agreement covering nearly 400 ALPA pilots at Piedmont/USAir Express.

Key issues in negotiations were job security, pensions, work rules and changes in the pay formula to compensate pilots for time away from base.

The proposed settlement "establishes a new benchmark in regional contracts with improved job protection, increases in retirement benefits and industry-leading pay rates" and improvements in training and scheduling provisions, said Captain Bob Pantazis, chairman of ALPA's Piedmont master executive council.

The agreement also calls for ALPA and Piedmont negotiators to return to the bargaining table next January to take up issues of pilot duty pay and productivity improvement.

It will be reviewed by the Piedmont MEC, then submitted to the membership for ratification, a process that will be completed over the next few weeks.

Following 20 months of stalled contract talks and management's rejection of the government's offer to arbitrate the talks, the National Mediation Board started the clock on the 30-day "cooling off" period Feb. 23, with both sides free to engage in "self-help" actions on March 25.

Talks are continuing between ALPA and Allegheny Commuter Airline division and at Jetstream International, two other USAir Express carriers.

ORGANIZING

NLRB slaps Pony Express

Teamsters at Pony Express Corp., who have been frustrated in their efforts to gain a first contract, got a boost from the National Labor Relations Board.

The NLRB issued a nationwide complaint against the courier company, finding that Pony Express has refused to bargain in good faith, has violated the rights of drivers by threatening and intimidating them because of union activities and has engaged in other illegal practices. The complaint is based on more than 120 unfair labor charges filed in 20 NLRB regional offices by the IBT.

Some 3,500 workers at 37 Pony Express facilities had voted for IBT representation over the past year. Low wages, no health care coverage and no job security were key concerns, the union said.

"But because of the company's stalling tactics, instead of winning a contract to improve their wages and working conditions, some workers have been forced into extreme situations because Pony Express doesn't pay a living wage," the IBT said.

Still pending is a union request that the NLRB seek an injunction ordering Pony Express to bargain in good faith while the complaint is being decided.

Laborers gain 40,000

The Laborers posted a gain of more than 40,000 new members last year.

LIUNA President Arthur A. Coia said the membership numbers were "proof that our efforts really work," noting that the increase came "despite a slow construction market and intense non-union competition" last year.

He credited the union growth to LIUNA's organizing department, along with the union's labor-management trusts that help provide skilled workers.

The union posted membership gains in all its divisions — construction, industrial, public employee, service contract and health care, Coia noted.

USAir election slated

The National Mediation Board has set a representation election among fleet service workers at USAir to begin April 14. The ballots will be mailed to some 8,000 workers and will be counted May 17.

On the ballot are the Steelworkers, Machinists and Teamsters. Under the Railway Labor Act, at least 50 percent plus one of employees eligible to vote must cast ballots. When more than one union is on the ballot, the union with the most votes wins, provided a majority plus one favors union representation.

UTU holding informal talks with railroads

The United Transportation Union has met informally with representatives of some of the nation's major railroads to explore bargaining concerns, but has not reached any tentative agreement with carriers, the union said.

The union is engaged only in informal, exploratory talks "to determine what direction to recommend to the affected general committees," UTU President G. Thomas DuBose said, adding there are "many critical issues yet to take up."

If any understandings were to be reached, UTU would then convert the proposals to contract language, submit them to the general chairpersons for approval and then to the membership for ratification, assistant president L.W. Swert said.

"At best, we have produced a rough draft of the issues or items to be talked about," he said.

BARGAINING

Health-Tex contract won

Members of the Clothing and Textile Workers ended a three-day strike at Health-Tex plants in three states after ratifying a new contract that includes language against outsourcing.

Health-Tex agreed to "very strong new language" not to subcontract manufacturing work unless employees at the three unionized plants are working, said ACTWU spokesman Michael Zucker. The company also agreed to maintain minimum employment levels at the plants.

The 1,200 workers also gained wage increases of 3.5 percent, 2.5 percent and 2.5 percent over the three years of the new pact. The agreement includes improvements in promotions and bidding rights.

The March 14 walkouts involved workers in Warrenton, Ga., Centreville, Ala. and Danville, Va.

Utility workers OK pact

After a year of bitter negotiations, union workers at Southern California Gas Co. approved a three-year contract that includes successive wage increases of 3.25 percent, 3 percent and 2.5 percent. The contract expires March 31, 1996.

The contract covers 4,700 members of the Utility Workers and 1,300 Chemical Workers.

The medical portion of the contract expires Dec. 31, 1995, and may be reopened by either side with six months' notice.

The key issue was job security. The company insisted on the right to contract out, which the workers claimed would destroy union jobs.

The final contract allows the company to compare contractors' prices for certain work now done by union members, and to challenge the union to come up with savings or productivity increases to match the outside bid. If they cannot, the company can contract out for these tasks.

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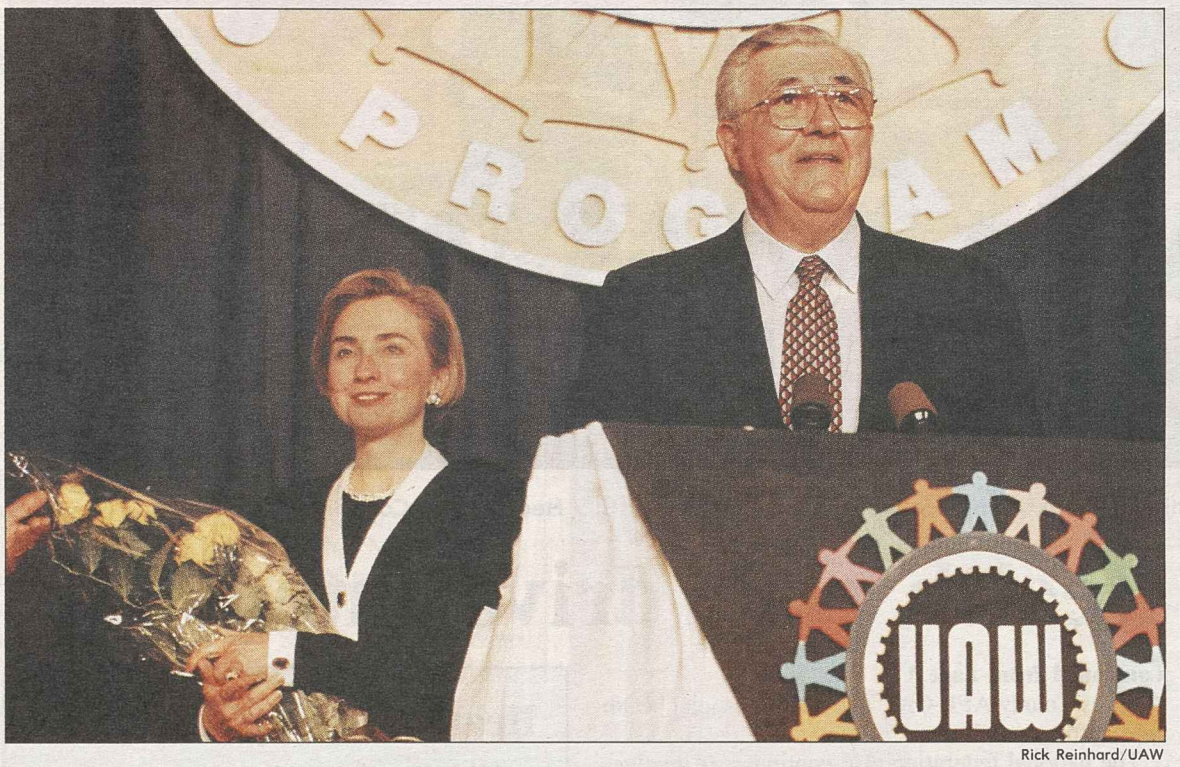
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UAW President Owen Bieber welcomes First Lady Hillary Rodham Clinton to CAP conference.

Ante raised on health care, S. 55

Machinists, UAW renew legislative commitments

By James B. Parks

Health care reform and the upcoming May vote on striker replacement legislation dominated the agendas of two union legislative conferences.

First Lady Hillary Rodham Clinton told the UAW's Community Action Program conference in Washington that reforming the nation's health care system is the centerpiece of the administration's effort ''to make Americans more secure again, to give every one of us the feeling that the American dream is back within our reach.''

''There are millions and millions and millions of reasons why not one of us, no matter how well-insured we are...can be secure in the system we currently have,'' she said.

Clinton listed five administration goals for health care reform: guaranteeing private insurance that can never be taken away, guaranteeing choice of doctors, preserving Medicare, outlawing unfair insurance practices and providing health coverage at the workplace.

UAW President Owen Bieber pledged the union's all-out support of the current version of the Clinton health care reform plan. That theme was echoed by AFL-CIO President Lane Kirkland in an address to delegates of the Machinists' legislative conference.

''Let me be clear about this,'' Kirkland said. ''We are going to do whatever it takes to get the administration's health bill enacted into law the way it's written now. We have established basic principles for health care reform. We want costs controlled and quality maintained. We want fair financing and, most importantly, we want everyone to be covered — with access to a comprehensive package of benefits.''

Striker replacement legislation also was a key issue for the UAW, IAM and the 52 unions of the AFL-CIO Industrial Union Department, which held its legislative conference the week of March 14. Both IUD and the UAW staged major rallies for passage of S. 55, the Workplace Fairness bill, which would ban ''permanently replacing'' strikers.

AFL-CIO Legislative Director Robert M. McGlotten told the IAM legislative conference that Senate Majority Leader George J. Mitchell (D-Maine) tentatively plans to set a vote on S. 55 for the week of May 16. Labor has previously fallen short of the 60 votes needed to shut off a Republican filibuster, McGlotten said.

With about six weeks left before the expected vote, the labor movement plans a step up its grassroots campaign, IUD President Elmer Chatak told more than 1,000 delegates to the IUD conference.

The House of Representatives passed the bill June 15 before the Senate filibuster killed the legislation, an obstacle President Clinton has pledged to help overcome this year.

Ladies' Garment Workers President Jay Mazur said that, while he welcomes the White House's support, ''we would hope that President Clinton will approach this legislation with the same energy, the same fervor and the same resourcefulness he displayed in winning the votes to get NAFTA passed.'' Mazur heads IUD's legislative committee.

The grass-roots strategy will consist of letter writing campaigns, telephone calls and congressional visits, said Bill Klinefelter, IUD's legislative director.

Political publisher Charles Cook told the IAM that this is the year for labor to strongly push its legislative agenda, because next year the new Congress could be even less receptive to reforms that address workers' needs. Many well-positioned labor allies, like Sen. Howard M. Metzenbaum (D-Ohio) and Rep. William D. Ford (D-Mich.), are retiring, Cook said, and there are no assurances of their being replaced with like-minded legislators.

> *''We are going to do whatever it takes to get the administration's health bill enacted into law the way it's written now.''*
>
> **— AFL-CIO President Lane Kirkland**

Cook also projected the Democrats could lose seats in both houses of Congress. McGlotten agreed, telling the IAM that ''politics is as serious as a heart attack'' and warned that the labor movement is losing ground in Congress, with only 126 reliable friends out of 435 House members.

On other fronts, Transportation Secretary Federico Pena told the IAM the Clinton administration will be more active in supporting American workers to maintain this nation's competitive edge in global markets.

Citing President Clinton's intervention in the flight attendants' strike against American Airlines, Pena said the administration recognizes the contribution of workers to the U.S. economy. The government intends to play a ''constructive and supportive role'' with business and labor to help maintain U.S. competitiveness and jobs, especially in the maritime and airframe manufacturing industries.

Sen. Dianne Feinstein (D-Calif.) and Jeff Faux of the Economic Policy Institute told the UAW the United States must stop the decline in wages of its workers and maintain its manufacturing base.

Feinstein said the nation's role as an economic power will cease if it loses its manufacturing base. She cited the revived productivity of the joint Toyota-General Motors plant in Fremont, Calif., as an example of what working Americans can do.

Faux said forcing American workers to accept lower wages ''is not a terrific way to run a world economy.'' The United States knows how to create jobs and must begin to spend money on things that will make the country efficient, he said.

CAPITOL DIGEST

President Clinton signed a federal worker buyout bill into law after the Senate beat back a GOP-led filibuster and passed the legislation March 24.

The legislation was hailed by Government Employees President John N. Sturdivant as a means to ''reduce burdensome layers of middle management, empowering front-line federal workers for the first time. It will allow them to help design the workplace of the future, in order to improve the quality and efficiency they can deliver.''

Some Senate Republicans had sought to earmark the $22 billion saved by work force reductions to finance the crime bill, but a House-Senate conference report omitted the Senate amendment because the House has yet to act on the crime bill.

The first cloture vote fell two votes short of the 60 needed to end the filibuster. But a second vote succeeded by a 63-36 count; the bill then passed by a 99-1 margin.

The buyout legislation was needed to prevent massive layoffs in the federal government because of the Clinton administration's plan to cut some 252,000 federal workers over the next five years. Federal employees can take advantage of up to $25,000 under the buyout plan.

Elsewhere on Capitol Hill:

DAVIS-BACON — The full House Education and Labor Committee will mark up an AFL-CIO-backed Davis-Bacon reform bill (H.R. 1231) April 14. The Davis-Bacon Act requires employers to pay the local prevailing wage on any federal or federally funded construction project worth more than $2,000.

For years, Republicans have tried to limit or eliminate prevailing wage protections. Several times a year in each house, lawmakers offer amendments to various bills to gut Davis-Bacon protections.

The bill would raise the threshold (established in 1935) to $15,000 for repair or rehabilitation work and to $100,000 for new construction. It also would reclassify ''helpers'' and regulate their use on construction projects.

The measure also would eliminate about 75 percent of the paperwork burden on employers required for employer payroll reporting and compel the Department of Labor to issue more timely wage surveys.

ERISA — Long-sought ERISA pre-emption legislation (S. 1580) could clear another important hurdle when the Senate Labor and Human Resources Committee begins to mark up the bill April 13.

The bill would set aside several rulings by Reagan-era federal judges who interpreted the federal Employment Retirement Income Security Act of 1974 (ERISA) to allow the employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws.

ERISA was intended to assure that employee benefit plans like pension and health welfare plans meet certain standards and are not governed by multiple government regulations. And while U.S. private employers are regulated by the federal government, ERISA was not intended to pre-empt states from setting their own terms under which they contract for public works, goods and services.

The House passed its version (H.R. 1036) last fall.

TELECOMMUNICATIONS — The House Energy and Commerce Committee began some preliminary grading for the proposed national information superhighway when it approved a bill that could create and preserve telecommunications jobs.

H.R. 3626 would allow the regional Bell operating companies (the seven ''Baby Bells'' formed after the 1984 breakup of AT&T) to provide long-distance service and to manufacture telecommunications equipment.

Both the Judiciary and the Energy and Commerce committees rejected efforts to eliminate the bill's provision that 40 percent of the final product be produced by U.S. companies, which ''would ensure the continued employment of many thousands of current workers in the telecommunications industry and also help create new jobs,'' AFL-CIO Legislative Director Robert M. McGlotten said.

H.R. 3626 is one of several bills aimed at creating the so-called information superhighway, which is hoped to create tens of thousands of high-skill, high-wage jobs.



Steve Yarmola/AFL-CIO News

Senate Finance Committee Chairman Daniel P. Moynihan discusses legislative prospects with AFL-CIO Health Care Committee.

COURTS

NLRB backed on nurses

The Clinton administration asked the U.S. Supreme Court to rule nurses are not supervisors and thus can have the protections of federal labor law.

The administration asked the court to defer to the National Labor Relations Board, which ruled that aides and orderlies take instructions from nurses only on patient care and not on other terms of their employment, as they would from a "supervisor."

The case, NLRB vs. Health Care & Retirement Corp. of America, began when three nurses working at the company's Heartland Nursing Home in Urbana, Ohio, were disciplined. They filed unfair labor practice charges with the NLRB, which held they were protected by federal labor law. The U.S. Court of Appeals for the Sixth Circuit overruled the NLRB decision, saying the nurses were supervisors.

The home's nursing staff consists of a director, assistant director, 13 to 15 registered and licensed practical nurses and 40 to 55 aides. The aides take directions from the nurses only on patient care.

Court takes unit case

The U.S. Supreme Court will decide if the National Labor Relations Board abused its authority by determining that pressroom employees at a Toledo, Ohio, plant were a separate bargaining unit.

The employer, NTA Graphics, Inc., which produces newspaper advertising inserts, claims the 40 workers should be included in the bargaining unit along with all its production and maintenance workers.

Graphic Communications Local 289 filed a petition to represent the pressroom workers. An NLRB regional director ruled in June 1987 that there were factors that favored a separate pressroom unit.

The full NLRB and the 6th Circuit U.S. Court of Appeals upheld the ruling in the case, NTA Graphics vs. NLRB.

'Option 9' stands illegal

A federal judge ruled that President Clinton's forest management plan, known as Option Nine, is illegal, but can continue for now. Timber unions oppose the plan because it would cost tens of thousands of jobs.

U.S. District Judge Thomas Penfield Jackson ruled March 21 that the Clinton administration broke the law requiring open proceedings several times while developing the plan.

But Jackson also ruled that it would be premature to prevent Clinton aides from continuing in their efforts because the plan is not yet in effect. But observers believe Jackson's ruling makes it unlikely the plan would be carried out in its current form because it has been found to be illegally created and, thus, could be blocked if the administration tries to implement it.

Health care drive intensified

Continued from Page 1

Angeles County AFL-CIO, distributing its joint health care reform resolution.

The national federation also continues its involvement in the outreach efforts of the Health Care Reform Project, which has run a series of broadcast advertisements across the country in support of comprehensive reform. Other coalition involvement includes the Campaign for Health Security and the Leadership Coalition for National Health Reform.

The tough road that labor and its allies face in pushing comprehensive health care reform is typified by the makeup of the Senate Finance Committee, whose chairman, Daniel Patrick Moynihan (D-N.Y.), met March 22 with the AFL-CIO Health Care Committee. Finance Committee members met in retreat to discuss health care before that meeting.

The committee may support some type of insurance reform and a requirement that employers pay a fair share of health care costs, but is more interested in bipartisan agreement than in completing the real reform embodied in Clinton's Health Security Act.

In letters to both Moynihan and Dan Rostenkowski (D-Ill.), chairman of the House Ways and Means Committee, AFL-CIO President Lane Kirkland said he was "disturbed by the apparent lack of understanding about the economic impact of making health benefits taxable income to workers."

"AFL-CIO support for comprehensive health care reform legislation rests on the notion that such legislation will maintain established standards of health benefits while providing economic relief to workers and employers from rapidly rising costs," Kirkland wrote. "Altering the tax-preferred status of health benefits would substantially increase the economic burden which these costs have already placed on workers."

Kirkland cited a study soon to be released by Lewin VHI Inc. that found working families would pay $6 billion to $22 billion more for health care if benefits were taxed. He said eliminating employer deductibility of health benefit payments also would cause problems by increasing employers' costs, leading to further wage trade-offs or reduced benefits.

Health care by numbers

660,000 — The number of jobs that would result from health care reform, according to the Employee Benefit Research Institute.

2,000,000 — How many Americans now lose their insurance every month.

81,000,000 — How many Americans have been deemed by their insurance companies to have "pre-existing" conditions.

133,000,000 — How many Americans face "lifetime" limits in their insurance policies — the point at which their benefits could be cut off just when they need them the most.

7.9 percent — The cap on percentage of payroll to be paid by employers to provide health care coverage under the Health Security Act. Small and low-wage employers would pay even less.

10 percent to 15 percent — The amount of payroll most union employers pay now for health benefits.

$1,000,000,000,000 — How much we pay for health care every year under our current wasteful system.

$250,000,000,000 — How many of our health care dollars are now being spent on "administrative costs."

60 years — How long unions have been fighting for national health care reform.

Retirees get relief on health benefits

Two court actions reinforced the rights of retirees to keep the health benefits they were promised by employers.

A jury in U.S. District Court for Western Michigan ordered Teledyne Industries Inc. to maintain health care benefits for about 3,000 retirees represented by the UAW. The company in 1990 unilaterally substituted an inferior health plan for the fully paid benefits negotiated by the union and tried to make retirees pay their own premiums to keep certain kinds of benefits.

The union and retirees filed suit and gained a preliminary injunction against the changes. The jury ordered the company to continue the level of benefits negotiated in the contract that expired in 1989. The case is Schalk vs. Teledyne.

Teledyne's attempt to reduce the retirees' benefits was "cruel and insensitive," said UAW Vice President Carolyn Forrest and UAW Region 1D Director Jack Laskowski. They said they hope the ruling is a warning to other companies.

As health care costs spiral, many companies are seeking to cut costs by abrogating benefits for retirees gained in collective bargaining. Maintaining benefits for retirees is one of the reasons the AFL-CIO is campaigning so hard in support of President Clinton's health care reform proposals.

In the other case, some 800 retired employees of Phillips Lighting Co. reached an out-of-court settlement that reverses changes the company made in health care benefits.

Last year, Phillips Lighting parent North American Phillips Corp. announced modifications to its retiree health coverage in response to new changes in Financial Accounting Standard Board rules.

The settlement calls for a return to the status quo of Dec. 31, 1992, and makes whole any plan participant who was adversely affected by the changes.

"We see this settlement as an important step towards our interest in having employers live up to the letter and spirit of negotiated collective bargaining agreements," said Electrical Workers President John J. Barry.

Electronic Workers President William Bywater said although the modifications were minor, that if they were accepted, "more significant changes were sure to follow. The unions see this problem in the bigger context, namely the impact of these decisions on the future."

"The basic issues in these types of cases where employers want to reserve the right to radically alter negotiated coverage...is critical to the rights of retired union members," he said.

The suit was filed in U.S. District Court for Eastern Kentucky by IUE, IBEW, the Flint Glass Workers and the unaffiliated United Electrical Workers.

WORKERS MEMORIAL DAY

Remembering the dead, fighting for the living

Following is a partial list of events to mark the sixth annual April 28 Workers Memorial Day:

ALABAMA

Mobile (Southwest Alabama CLC, the Greater Maritime Port Council and the Mobile, Ala.-Pensacola, Fla. Building Trades Council). Dinner, April 28, 7 p.m., Seafarer's Union Hall, Dauphin Island Parkway, Mobile. Speaker: Judge Mark Kennedy. Contact: Pat Rabbeitt 205/431-0101.

CALIFORNIA

Sacramento (Sacramento CLC/SACOSH) — Forum on worker safety and health, April 28, 6 p.m., Sacramento Labor Center. Contact: Anne Katten 916/442-4390.

CONNECTICUT

Groton (Connecticut AFL-CIO, Greater New London CLC and the AFL-CIO Community Services/Southeastern Connecticut) — Memorial service, April 28, 4 p.m., Washington Park. Contact: Janeen Nolan 203/953-8717.

DISTRICT OF COLUMBIA

(AFL-CIO) — Memorial service, April 28, 11 a.m., lobby of AFL-CIO headquarters. Contact: Lynn Rhinehart 202/637-5210.

District of Columbia (Metropolitan Washington CLC) — Workshop on tuberculosis, April 29, 8:30 a.m., SEIU lobby. Contact: Kathy McKirchy 202/289-7174.

FLORIDA

Gainesville (North Central Florida CLC) — Memorial service, April 27, 7 p.m., Carpenters Local 1278 Union Hall. Contact: Elsie Allen 904/462-2116.

ILLINOIS

Springfield (Springfield and Central Illinois Trades and Labor Council) — Memorial service, April 28, 12 noon, Illinois State Capitol grounds. Contact: Erin Gorman 217/227-4186.

Chicago (Chicago CLC and the Community Services Department) — Workers Memorial Day program in five Chicago public schools, culminating with the planting of a tree as a memorial to those injured or killed on the job. Contact: Kathleen Bernstein 312/906-2431.

Chicago (Chicago CLC and CACOSH) — Day-long conference on occupational safety and health, April 28, 8 a.m. to 3:30 p.m., Executive Plaza, 71 East Wacker Drive. Contact: Don Turner 312/222-1000.

Danville (Vermilion County CLC) — Memorial service, April 28, 4 p.m., Workers Memorial on Hazel St. Contact: Chuck Brooks 217/442-3512.

Rockford (Rockford CLC) — Memorial service, April 28, 5 p.m., Workers Memorial Tablet at the Illinois State Building. Contact: Jill Torgerson 815/968-5400.

INDIANA

Bedford (United Garment Workers Local 156) — Work site demonstration each hour at M. Fines & Sons, April 28. Contact: Chris Knight 812/388-7212.

IOWA

Clinton (Clinton Labor Congress) — Church service, April 28, 7 p.m., Grace Episcopal Church. Contact: Bob Soesbe 319/242-2735.

MASSACHUSETTS

Northhampton — Report on ''Death, Dying and Disease in Massachusetts'' released April 28. Contact: Phil Korman 413/731-0760.



Dwight Burton/ILGWU

A lesson for the ages was transferred across generations as these young union supporters listened to speakers recall the horror of the 1911 Triangle Shirtwaist Fire, which took the lives of 146 workers, mostly young immigrant women. The event March 25 at the disaster site in New York City included calls by Ladies' Garment Workers President Jay Mazur and others for international action to prevent such industrial tragedies. Speakers included Gov. Mario Cuomo, Chinese dissident Han Dongfang and Stephen Schlossberg of the International Labor Organization, who recalled the spate of recent killer factory fires in Thailand and China. Referring to the Asian disasters and to a 1991 fire in a non-union chicken processing factory in North Carolina that killed 25 workers, Mazur declared that "people should not have to risk their lives to earn a livelihood, whether in North Carolina or Thailand."

North Dartmouth (University of Massachusetts Labor Education Center and University Athletics Department) — Second Annual Workers Memorial Day 5K Race and 1.6 Mile Walk, April 24, 10 a.m., Tripp Athletic Center. Contact: Nancy Gayetto 508/999-8007.

MICHIGAN

Bessemer (Northwest Upper Peninsula Labor Council) — Dinner, April 30, 5 p.m., Bergland Legion Hall. Contact: Katherine Billie 906/663-4993.

NEW JERSEY

New Brunswick (Somerset County Central Labor Council) — Scholarship awards breakfast, April 24, 9 a.m., Elks Lodge. Contact: Helen Verhage 908/828-0713.

Moorestown (Industrial Union Council) — Picketing, April 28, 11:45 p.m., Business and Industry Association. Contact: Rick Engler 609/866-9405.

NEW YORK

Jamestown (Jamestown Area CLC) Memorial presentation to Mayor Richard Kimboll, April 28, 6 p.m., Plaza City Hall. Contact: E. Douglas Cord 716/661-1647.

Lockport (Niagara-Orleans Counties CLC) — Dedication of public memorial in observance of Workers Memorial Day, May 1, 11 a.m., Reservoir Park in Lewiston. Contact: Sam Williams 716/433-6433, or Earl Frampton 716/434-1190.

New York City (New York City CLC) — Rally, April 28, 4 p.m., Union Square (14th and Broadway). Contact: Ted H. Jacobsen 212/685-9552.

NORTH DAKOTA

Bismarck (North Dakota AFL-CIO) — Moment of silence April 28, 2 p.m. in workplaces. Contact: Gerard Friesz 701/223-1964.

OHIO

Cincinati (Cincinati CLC) — Rally, April 28, 5 p.m., Burnett Woods Park. Contact: Dan Radford 513/421-1846.

Columbus (Ohio AFL-CIO) — Publishing a memorial booklet of Ohio workers killed on the job in 1993. Contact: Patty Tutoki 614/224-8271.

Cleveland (Cleveland CLC) — Radio program on WERE 1300AM from 2 p.m. to 3 p.m. on April 22. Contact: Joan Yaranow or Bud McTaggart 216/881-7200.

Dayton (Dayton, Springfield, Sidney, Miami Valley CLC) — Dinner, April 22, 7 p.m., Special Occasion Restaurant. Contact: Pat Duffy 513/236-9755.

OREGON

Portland (Oregon AFL-CIO) — Ecumenical church service, April 28, 11 a.m., St. James Lutheran Church. Contact: Brad Witt 503/585-6320.

PENNSYLVANIA

Beaver (Beaver County CLC) — Legislative dinner, April 29, 6:30 p.m., Serbian Club, Aliquippa, Pa. Contact: George Derbaum Jr. 412/775-0969.

Glen Rock (York Adams CLC) — Ceremony, April 28, 6 p.m., York County Court House. Speaker: State Rep. Steve Stetler. Contact: Richard L. Boyd 717/235-1777.

Lehigh Valley (Lehigh County and Northampton County CLC) — Memorial ceremony, April 30, 1 p.m. at monument erected in honor of fallen workers. Contact: Frances E. Polgar 610/758-8015 or 8807.

Johnstown (Greater Johnstown Regional CLC) — Luncheon, April 24, 12 noon, Ace's Restaurant and Lounge. Speaker: Msgr. George G. Higgins. Contact: Mike Welsh 814/535-7655, or Terry Havener 814/536-2013.

Philadelphia (Philadelphia CLC and PhilaPOSH) — Labor procession to Penn's Landing, April 21, 9:30 a.m., from Sheet Metal Workers Local 19 Hall, 1301 S. Delaware Ave., Philadelphia. Contact: Jim Moran, 215/386-7000.

Reading (United CLC of Reading and Berks County) — Dedication ceremony, April 22, 12

Continued on Page 8

OUR JOBS AR

2 • Jonathan Nelson, 29, killed by hydrogen sulfide gas, Mar
Lydia Alvarez-Rios, 26, crushed by collapsed wall, Novembe
mbra, 27, struck by vehicle, March 1993 • Tanja Brown-O'Ni
ine, March 1992 • Robert Eaton, 33, killed in confined space,
1992 • Linda Kunkle, 46, killed in fall, April 1993 • Phung Ph

57, died from occupational tuberculosis, October 1991 • Tere
n and stabbed by inmate, June 1992 • Carlo Spimosa, 49, crush
ry 1992 • Janice Lynch, 43, Michael Morrison, 31, Rose Peele,
1 • Harold Zuelch, 43, crushed by machine, May 1992 • Chest
Herbert Edwards, 62, killed in fall from unguarded platfor
1 • Ricky Dora, 21, crushed by press, September 1991 • Linus K
ed by solvent poisoning, August 1992 • Michael Sticles, 41, k

2 • Ronald Stebbins, 53, crushed by equipment, December 1992
• Joseph Modreck, 35, crushed by in-plant railroad, Februar
Robert Brady, 19, crushed by asphalt roller, August 1990 • S
990 • Jeffery Rowe, 28, electrocuted, October, 1990 • Michael
Terry Syverson, 33, killed in explosion, July 1992 • Lawrence
by bulldozer, September 1992 • Edward Naser, 30, suffocated

Fight for the Living • Workers Me

RE KILLING US

CH 1993 • DENNIS HARRIS, 33, CRUSHED BY FALLING ROCKS, DECEMBE
1992 • JOHN AMARAL, 36, STRUCK BY VEHICLE, MARCH 1993 • KENI
IL, 29, ASSAULTED BY CLIENT, JUNE 1991 • JOHN ODOM, 42, CRUSHED
DECEMBER 1992 • PETER MORAN, 43, KILLED IN TRENCH CAVE-IN, DE
HAN, 33, CRUSHED BY MACHINE, DECEMBER 1991 • PETER (MIKE) PETR
RELL CONNER, 47, CRUSHED BY CRANE, APRIL 1992 • TOMMY DAVIS, 4
D BY MACHINE, JANUARY 1993 • RAMON LOPEZ, 43, ELECTROCUTED,
39, MARY QUICK, 38, KILLED IN POULTRY PLANT FIRE, SEPTEMBER 199
R GORDON, 42, KILLED IN FALL, MAY 1992 • SUSAN OWENS, 46, CRUS
RI, AUGUST 1992 • STEPHEN EILAR, 25, CRUSHED BY PRESS, SEPTEMBER
ENER, 52, KILLED IN TRENCH CAVE-IN, MARCH 1992 • DAVID SMITH,
LED IN FALL, OCTOBER 1992 • RICHARD KUNKLE, 48, CRUSHED IN MA
RICHARD REZUCHA, 42, KILLED IN STEAM EXPLOSION, FEBRUARY 199
1992 • DARNELL DUNN, 42, CRUSHED BY RAIL CAR, AUGUST 1992 •
VEN MILLER, 24, DECAPITATED BY AUGER, FEBRUARY 1992 • WAYNE S
KNISELY, 35, SUFFOCATED IN CONFINED SPACE, APRIL 1991 • SCOTT PE
KRALL, 40, BURIED BY SAND, FEBRUARY 1993 • DANIEL HAN, 28, CRU
N GRAIN TANK, DECEMBER 1992 • OLIVERIE PENA, 24, KILLED IN FALL

orial Day April 28, 1994

Sponsored by the Unions of the
AFL-CIO

JOB SAFETY

Indoor air rule proposed

The Occupational Safety and Health Administration responded to a two-year-old petition by the AFL-CIO and 14 affiliated unions by initiating rulemaking on indoor air quality.

"We are pleased that the Clinton administration has recognized the need to move forward on a comprehensive indoor air quality rule," said Peg Seminario, director of the AFL-CIO Occupational Safety and Health Department. "This is in sharp contrast to the refusal of the Bush administration even to respond to the AFL-CIO petition, much less initiate rulemaking action."

The indoor air quality rule would require non-industrial employers — such as offices, health and retail centers — to write compliance plans and put them into effect for nearly 4.5 million workplaces.

The proposed rule, announced March 25, includes regulation of smoking in nearly 6 million workplaces. In buildings where smoking is not prohibited by employers or local requirements, the proposal requires designated smoking areas that are separate, enclosed rooms ventilated directly to the outside.

"Certainly, one possible way to address environmental tobacco smoke is through a comprehensive indoor air quality regulation," Seminario said. "But we are concerned that OSHA not become the nation's smoking cops, diverting OSHA's scarce resources from the many serious workplace hazards for which it has sole regulatory responsibility."

Unions oppose reduced fine

Over the objections of the Carpenters and the Paperworkers, the Department of Labor has cut in half nearly $2 million in proposed penalties against International Paper Co.

The settlement, approved March 21, calls for IP to pay $950,000 in fines and develop a program to improve safety of employees exposed to potential hazards of paper machines. In return, the government withdrew dozens of violations and downgraded others. The order by an Occupational Safety and Health Review Commission judge may be appealed within 30 days.

The case stemmed from OSHA inspections at mills in Alabama and Mississippi between 1991 and 1993 that resulted in $1.9 million in proposed penalties. The Carpenters and Paperworkers had asked the Clinton administration to review the case and preserve the high fines and number of violations.

Second lead fine levied

Two New York-based contractors face fines of more than $200,000 for exposing their bridge-painting workers to excessive lead levels. A Pennsylvania company previously was fined $1 million for violations under the new lead standard.

The Occupational Safety and Health Administration announced the proposed penalties March 17 against Dynamic Painting Corp. and Team Star Contractors Inc. The firms were cited for exposing workers to high concentrations of lead, failing to enforce engineering and work controls to reduce lead exposure; and failing to regularly clean and disinfect respirators.

Methylene chloride reopened

The Occupational Safety and Health Administration has announced a limited reopening of the rulemaking record on the industrial solvent methylene chloride.

The rule would reduce permissible exposure limits for the substance, a probable human carcinogen, from 500 parts per million over eight hours to 25 ppm.

OSHA estimates the reduction would cut the cancer risk for more than 186,000 workers by 95 percent. The agency also says more than 600 premature deaths could be prevented over the next 45 years by adopting the lower limit.

The record has been reopened for 45 days for written comments on a feasibility analysis on engineering controls in the furniture stripping industry, a National Cancer Institute study and the substance's use in flexible foam manufacturing.

Written comments must be postmarked by April 25, 1994, and submitted in quadruplicate to the OSHA Docket Office, Docket No. H-071A, Room N-2625 200 Constitution Ave. N.W., Washington, D.C. 20210. Phone 202/219-7894.

Event platform for OSHA reform

Continued from Page 1

the nation could save more than $600 million a year.

Plans for Workers Memorial Day, a time to remember the dead and fight for the living, are uniting workers under the banner "Our Jobs are Killing Us."

Besides the many activities scheduled around the country (**See story, Page 5**), the fight for the living will be enjoined in Washington, where victims and survivors of workplace carnage will gather for a memorial service, luncheon with the congressional leadership and an afternoon of lobbying members of Congress for improved job safety and health.

Local unions can spotlight their community observances with a public service announcement prepared by the Labor Institute of Public Affairs for broadcast by local television stations. It makes the point through lit candles that every five seconds a worker is killed, injured or made sick on the job, and asks Americans to remember the victims on Workers Memorial Day.

The spot is available for both television and radio. Trade unionists who line up stations to use it can get copies by contacting LIPA at 202/637-5334.

Workers Memorial Day and its attendant publicity gives union members a special platform to press for passage of OSHA reform legislation. This year, they are being joined by a coalition of 60 national groups lobbying Congress as the Coalition for Safe Jobs.

To assist union groups, the AFL-CIO is distributing a campaign source book featuring fact sheets, charts on fatalities, injuries and illnesses, a compilation of state initiatives, talking points, testimony, a copy of the OSHA reform petition, a sample editorial and letters to the editor, and media tips. Additional copies are available for a nominal fee from the AFL-CIO Division of Reproduction and Mailing, 815 16th Street N.W., Room 209, Washington, D.C. 20006.

That information can help define real reform in contrast to such inadequate offerings as a Republican substitute first rejected by the House Education and Labor Committee and then introduced on the Senate side by Sen. Nancy L. Kassebaum (R-Kan.).

Of that bill, Sen. Howard M. Metzenbaum said for the record it is "not about protecting workers at all. It is about protecting employers."

"This Republican alternative recalls the legacy of Ronald Reagan, who tried his best to gut the OSHAct for the benefit of his big business pals, workers be damned," Metzenbaum said in his written statement. "It is an insult to hundreds of thousands of workers who have lost their lives on the job, and to the families who still mourn them."

Many Republicans have criticized the provision in H.R. 1280 and S. 575 giving workers a voice in their own safety through mandated joint safety committees.

But the case for such committees was made in a March 16 Wall Street Journal story that pointed out that businesses required to have the committees under an Oregon law have "fallen in love" with them because of fewer accidents and lower workers' compensation costs. The Oregon plan has saved $1 billion in reduced workers' compensation and related costs.

Employer convicted of imperiling workers

A Massachusetts company and two of its officials have been convicted of illegally storing hazardous materials and will pay $500,000 to a fund set up to assist workers in gaining safer workplaces.

Bay State Smelting Co. Inc. President Gerald R. Sack and plant manager David A. Traister pleaded guilty in superior court to two counts of illegally storing hazardous waste in a manner endangering workers and in violation of state laws.

The company's shameful treatment of its workers was highlighted in 1991 Senate testimony by one of them, Gabriel Garcia, who was fired after he blew the whistle on Bay State's actions.

"I lost my job because I told the truth about unsafe conditions at work to an OSHA inspector, because I caught the company lying to workers about health and safety and because I spoke out about unsafe conditions," he told the Senate Labor and Human Resources Committee in November 1991.

Workers toiled without respirators or other protection in air black with smoke, fumes and dust. They had to eat in a bathroom without any hot water, Garcia said, and were taught about the hazardous materials only in English — a second language for the mainly Spanish-speaking work force.

The Massachusetts Coalition for Occupational Safety and Health (MassCOSH) was instrumental in helping the workers bring the situation to the attention of federal OSHA officials. A two-year criminal investigation by the state led to the convictions.

The corporation was placed on three years probation and will have to pay $500,000 for the creation of the Work Environment Justice Fund, to promote education, prevention and advocacy efforts in workplace health and safety.

Sack and Traister were sentenced to 750 hours of community service — working as janitors at a school for the blind — to be completed during their one-year terms of probation.

— Colleen M. O'Neill

WORKERS MEMORIAL DAY

Continued from Page 5

noon, Heritage Park, 6th and Canal Sts. Contact: Jack Unangst 215/376-5734.

Meadville (Crawford County CLC) — Information Table, April 23, 10 a.m., Meadville Mall. Contact: Chuck Groger 814/382-8722.

RHODE ISLAND

Providence (RICOSH and AFSCME Rhode Island Council 94) — Rally, April 28, 12 noon, 1179 Charles St. Contact: Jim Celenza or Tammy King Walsh 401/751-2015.

SOUTH CAROLINA

Greenville-Spartanburg (Greater Piedmont CLC) — Mayor will sign Workers Memorial Day proclamation and ministers asked to include observances in May 1 services. Contact: Mike Johnson 803/439-8788.

WASHINGTON

Bellingham (Whatcom County CLC) — Ceremony, April 28, 12 noon, Workers Memorial at public library park in Bellingham. Contact: David Warren 206/676-0099.

Spokane (Spokane CLC) — Ceremony, April 23, 1 p.m., Workers Memorial Monument at Mission Park. Contact: John Leinen 509/327-7637.

Turnwater (Washington AFL-CIO) — March and rally focusing on chemically poisoned workers, April 28, 11 a.m., Labor and Industries Building. Contacts: Northern Seattle: Stan Anderson 206/367-0477; Southern Seattle: Sue Whitehead 206/723-4234; and Tacoma: Victoria Loney 206/566-8521.

WEST VIRGINIA

Charleston (West Virginia AFL-CIO) — Memorial service, April 28, 6 p.m., former Owens-Illinois plant in Huntington. Contact: Joseph W. Powell 304/344-3557.

WISCONSIN

Milwaukee (Milwaukee County CLC) — Memorial service, April 28, noon, Carl Zeidler Park, dedicated as permanent memorial site for workers. Contact: Bruce Colburn 414/711-7070.

Eau Claire (Eau Claire Area CLC) — Rally, April 28, 7 p.m., Labor Temple, 2233 Birch St. Contact: Charlie Martenson 715/832-3320.

La Crosse (La Crosse CLC) — Memorial service, April 28, 6 p.m., Labor's Grove in Green Island Park. Contact: Kathy Berrier 608/781-1438.

Manitowoc (Lakes Regional CLC) — Stickers will be distributed to all members to be worn at work on April 28. Contact: Paul R. Blashka 414/684-3842.

Tentative accord reached at NYNEX

CWA negotiates job security, education breakthrough

By John R. Oravec

Acting more than a year before contract expiration, the Communications Workers reached a tentative agreement with NYNEX Corp. on a three-year package keyed to job security.

The accord provides for wage increases topping out at 12.7 percent and an innovative employee education program while extending the existing contract through August 1998.

In an industry that has been particularly volatile, CWA gained agreement on work force reductions without layoffs, downgrading or involuntary transfers.

The new agreement, covering 35,500 CWA members, would not become effective until a total settlement is ratified after local bargaining is completed. The existing contract expires August 1995.

Some 2,000 members of Electrical Workers Local 2213 are included in the tentative accord, and regional talks are continuing with the company on behalf of 14,000 IBEW members in New England.

A precedent-setting feature for craft workers is a college-level associate degree program in telecommunications technology, with company-paid tuitions. Employees would work four days a week and attend college the fifth day, receiving a $50 raise on graduation.

CWA President Morton Bahr called the tentative settlement "a model for progressive labor relations, for communications and for the entire nation."

The program would allow NYNEX workers with five years of service to take a two-year education leave and receive $10,000 per year for education expenses while retaining full benefits, seniority and guarantee of a job on their return, the CWA noted.

"Nowhere else in the United States does a company provide college training and give workers paid time off for such education," Bahr said.

Labor Secretary Robert B. Reich praised the efforts of the CWA and NYNEX in fostering the precedent-setting accord that addresses the issues of corporate restructuring while providing job security and retraining for employees.

Companies that invest in the training and upgrading of their work force gain long-term benefits, Reich said at a Washington press briefing with Bahr and NYNEX Chief Executive Officer Ivan Seidenberg.

Under the proposed agreement, basic wage increases over three years would add up to 10.5 percent, but amount to 12.7 percent when upgrades and compounding are calculated, CWA said.

After a 4 percent pay raise in August 1994 under the existing contract, workers would receive raises of 4 percent in August 1995, 3.5 percent in August 1996 and 3 percent in August 1997.

A cost-of-living adjustment would be made in May 1997, equal to 0.75 percent of pay for each 1 percentage point increase in the consumer price index above 8 percent for the previous two-year period.

CWA Vice President Jan Pierce, who heads the CWA's New York region, said the proposed settlement sets new employment security standards for the industry with its guarantees against layoffs caused by company restructuring.

In January, NYNEX announced plans to cut 16,800 jobs by 1996 from its work force of 66,000.

When jobs are eliminated, affected workers would be advanced a number of options, including voluntary transfers to fill vacancies, early retirement, voluntary termination with severance and transfer to jobs within the geographic area.

CWA said a special retirement incentive would give workers an extra six years added to age and service credits, along with a 30 percent Social Security supplement or $500 a month until age 62. Pensions would be increased by 5 percent in 1998.

All employees accepting the pension enhancement also would be eligible for educational assistance of up to $3,000 for one year.

NYNEX would continue to pay the full cost of health insurance, but the company would develop a managed care option in addition to the existing medical coverage plan. If 40 percent of the employees chose managed care by April 1996, all workers would get a $300 bonus; if 70 percent choose to switch by 1997, there would be a $400 bonus for all employees.

The accord calls for increased funding for dependent care to $1.5 million per year, or $7 million over the contract term. For the first time, workers would be eligible for direct payments for child and elder care.

Teamsters gear up as negotiations stall on trucking contract

By James B. Parks

With the possibility of a national trucking strike looming, Teamsters barnstormed communities whose economies have been severely affected by the shift of jobs from union to non-union trucking companies.

"Our communities have been pounded by deregulation and corporate policies that have turned good paying, high-skill trucking jobs into low-paying, low-skill jobs," said IBT President Ron Carey. "Communities have lost wages, taxes and services that good jobs produce."

The union rejected the companies' latest proposal and extended the contract, which was due to expire March 31, until midnight April 5. Representatives from freight locals will meet April 5 to prepare for a strike, the union announced.

The freight workers voted by 91 percent to authorize a strike at the same time they and other IBT members rejected a proposed dues increase that would have been divided among the Teamsters strike fund, the national union and local unions. Carey applauded both votes while making arrangements to boost the strike fund.

"This vote is a strong mandate for major changes in the union," he said. "Clearly the members feel that there is still too much waste and undemocratic bureaucracy in the Teamster structure."

Plans for streamlining and restructuring the union are being developed, Carey said, adding that a special convention will not be necessary. "With the changes the members want, we will emerge as a stronger union than ever," he said.

To support a possible national strike, the IBT sought and received loan guarantees of $50 million from the AFL-CIO and several unions and $30 million from a Washington bank.

Some 120,000 freight workers are affected in the negotiations to replace a national master contract.

The union said the companies are not addressing key union proposals, including increased job security, double breasting, improved pension and health benefit fund contributions, a more effective grievance procedure and improved health and safety protections.

As a result of deregulation, the dream of a good job paying decent wages is fast disappearing for thousands of truck drivers and their families, the union said. Freight companies have deliberately moved to eliminate good union jobs by establishing or buying non-union subsidiaries and shifting work to them.

The average annual wage for freight workers dropped by 21 percent from 1977 to 1992, causing a loss of about $235 billion to local economies nationwide over the same period, according to a study by Cornell University researcher Michael Belzer.

BCT ratifies early contract with Keebler

Cooperation and communication paid off in a new four-year contract with Keebler Co. hailed by the Bakery, Confectionery and Tobacco Workers.

The new agreement, covering more than 2,400 workers in five states, maintains health benefits in a new managed care plan, increases wages and improves pension benefits — all accomplished eight months before the current pact expires.

This "is an outstanding example of what can be accomplished when union and management have open communications and work together to achieve their goals," BCT Secretary-Treasurer Gene McDonald said. McDonald and BCT Executive Vice President David B. Durkee headed the negotiating team.

The union members overwhelmingly ratified the pact March 12. The current contract expires Nov. 1.

The new managed care plan maintains the quality of health care benefits while providing fully employer-paid hospital and surgical benefits. Offered for the first time will be such preventive care as annual physicals and well-baby care.

The across-the-board wage increases amount to $2 an hour, beginning with 40 cents on Nov. 1, followed by increases of 50 cents in each of the following three years and 10 cents in May 1998.

Retirees with 35 years service will receive an additional $200 pension benefit effective in August 1996. The company also will establish a 401(k) plan, effective Jan. 1, 1995, and will expand its family and medical leave policy.

Paperworkers garner international support in Staley lockout

Locked-out workers at A.E. Staley Manufacturing, members of Paperworkers Local 7837, continued their struggle internationally as labor leaders from Britain, Canada and the United States met in St. Louis to discuss their plight.

The union leaders, representing workers at facilities owned by Staley's parent, British-based Tate & Lyle, formed the Tate & Lyle Workers Ad Hoc World Council. The Geneva-based International Union of Food and Allied Workers and the Toronto-based International Commission for Coordination of Solidarity Among Sugar Workers also sent representatives, according to Mark Brooks, UPIU's director of special projects.

The council called for the immediate removal of all temporary non-union employees from the Staley plant in Decatur, Ill., and the reinstatement of the locked-out employees. It also pledged to take additional actions to support the Decatur unionists at plants in the three countries.

"If Tate & Lyle is successful in breaking this union, it will start picking us off one by one," said Joe Dwyer, president of the council and business agent of Teamsters Local 190, which represents workers at a Staley plant in Lafayette, Ind.

Several of the British trade unionists joined with pickets at the Decatur plant March 28 to demonstrate against the "continuing lies and misinformation" by the company, the union said.

On March 26, the average $273-weekly unemployment benefit paid to locked-out workers expired. Support for the families of the workers is now down to a $60-a-week strike benefit and food from the union's food bank.

The union has begun an Adopt-a-Family program to give locked-out families a floor of $600 a month. Contributions may be sent to Adopt-a-Family Program, UPIU Local 7387 Campaign Office, 3080-B Kandy Lane, Decatur, Ill. 62526. For information, call 217/872-2206.

Staley locked out about 760 members of the Allied Industrial Workers on June 27, 1993, after a long contract dispute, alleging that the workers were sabotaging the company. The AIW merged with the UPIU in September of 1993.

The company has been operating the plant with managers and scabs.

The most recent union contract at Staley expired in September 1992, but workers stayed on the job without a contract until the lockout. The company unilaterally implemented a contract that workers had rejected previously. No contract talks are scheduled.

Last year, the AFL-CIO Executive Council described the Tate & Lyle tactics as "poisoning the relationship between labor and management," and called on all affiliates to provide aid to the workers.

The Staley workers also gained support from local clergy, many of whom joined a prayer vigil and 24-hour fast to spotlight the impact of the lockout on the community.

— James B. Parks

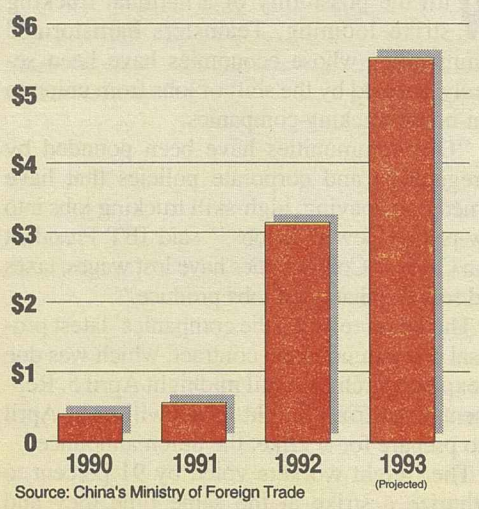
ECONOMY

DATA

U.S. investment in China

Amount committed under contract, 1990-1993

In $ billions



Source: China's Ministry of Foreign Trade

Projected U.S. capital investment under contract in China has expanded more than 1,000 percent since 1990 — rising from less than $500 million to $5.5 billion in 1993. Meanwhile, imports from China to the United States are surging at a record pace under benefits of the most-favored-nation trade status, even though China continues to abuse worker and human rights. Last year, the merchandise trade deficit with China widened to $23 billion, which translates into the loss of some 460,000 U.S. job opportunities.

Foreign trade	
January deficit	$6.3 billion
Goods	-$11 billion
Services	+$4.7 billion
Consumer price index	
February CPI-W	+0.2 percent
Real weekly wages	
February	-1.5 percent
Since February 1984	-7.5 percent
Housing starts	
February	+4 percent
Units (annual rate)	1.31 million
Industrial production	
February	+0.4 percent
Capacity utilization	83.4 percent

AFL-CIO NEWSGRAFIC

Housing starts rebound

Housing starts increased 4 percent in February after plunging 21.9 percent when severe weather stalled new construction in January, the Commerce Department reported.

Housing units were started at a seasonally adjusted annual rate of 1.31 million units in February, which was 9.6 percent above the year-ago month.

Starts of single-family houses rose 2.1 percent to 1.13 million units, partially offsetting the 19.7 percent drop in January. Apartment starts jumped 20.3 percent in February to 148,000 units.

The Northeast led the February pickup in housing starts with a 51.2 percent rebound.

However, applications for building permits fell for the second straight month, dropping by 7.9 percent to an annual rate of 1.25 million units. But permits were up 9.6 percent in February from a year ago.

Output continues to rise

Industrial production — the combined output of U.S. factories, mines and utilities — rose for the ninth month in succession with a 0.4 percent pickup in February, following a 0.5 percent gain in January.

Altogether, U.S. output has risen 4.8 percent in the 12 months since February 1993, the Federal Reserve reported. The upturn includes a 5.4 percent increase in manufacturing and gains of less than 2 percent in mines and utilities.

The FRB said the pattern of production increases since last June has brought the capacity utilization rate to the highest level in five years. In February, industries were operating at 83.4 percent of capacity, up one-tenth of 1 percent from January.

Services trade just dents deficit

By John R. Oravec

Sagging exports of factory products pushed the United States into a deeper hole in January as the combined foreign trade deficit in goods and services rose more than 51 percent.

Under the Commerce Department's new monthly accounting format, the overall trade deficit widened to $6.3 billion from $4.1 billion in December.

For merchandise goods alone, the trading shortfall on a balance-of-payments basis surged to $11 billion from $8.7 billion in December.

But the inclusion of services for the first time in the monthly data narrowed the overall gap to the $6.3 billion mark.

AFL-CIO economist Gregory Woodhead warned that the inclusion of services to reduce the overall deficit could leave the impression the trade imbalance is easing.

''That certainly is not the case,'' Woodhead said, stressing that the shortfall in manufactured goods remains a serious threat to the jobs of many thousands of American factory workers.

For years, the United States has been running a surplus in the service category, which includes tourism, transportation and insurance. However, the nation has been saddled with substantial trade deficits in merchandised goods — particularly factory-made products — since the early 1980s.

Commerce Department officials insisted that their motivation for adding services to the monthly reports was not an attempt to make the deficit look more palatable. They contended that it was to recognize the role U.S. services play in international transactions.

But based on the Commerce Department's new format, the combined U.S. deficit for goods and services in 1993 amounted to $76.8 billion, up sharply from $39.7 billion in 1992.

The 1993 imbalance includes a deficit of $132.4 billion in merchandise goods, which was reduced by a $55.7 billion surplus in services.

In January, merchandise exports declined by $2.7 billion to $38.7 billion while imports eased by $0.5 billion to $49.8 billion. The surplus in services edged up $0.1 billion to $4.7 billion.

The fall-off in exports included declines of $462 million in airplane shipments, $233 million in telecommunications equipment, $219 million in factory engines and $144 million in computer gear.

On a country-by-country basis, the largest U.S. deficit in goods continued to be with Japan at $4.6 billion although easing from $5.3 billion in December.

Second came China, where the U.S. deficit widened to $2.2 billion from $1.3 billion in December. At the same time, the United States was warning it could withdraw its most-favored-nation trade status because of China's worker and human rights abuses.

The U.S. deficit in North America edged up over the month to $738 million, including a $1.1 billion shortfall with Canada and a $322 million surplus with Mexico.

Before seasonal adjustment, imports of manufactured goods amounted to $38.9 billion, compared with exports of $29.7 billion. Both imports and exports declined over the month.

Earnings slippage wipes out January gain

Real weekly earnings slipped 1.5 percent in February, wiping out the 1.4 percent rise in January, the Bureau of Labor Statistics reported.

BLS attributed February's drop to a 1.4 percent decline in average weekly work hours and a 0.2 percent rise in the consumer price index for urban wage earners (CPI-W), even though average hourly earnings rose 0.2 percent.

Workers made no headway toward improving their purchasing power over the year as a 2.3 percent rise in weekly pay was wiped out by a 2.3 percent increase in the inflation index since February 1993.

Worse yet, AFL-CIO economist Anne Draper noted, real weekly pay has fallen 7.5 percent since February 1984 as rising consumer prices outpaced any gains in average wages of production and non-supervisory workers.

From 1979 through 1993, inflation-adjusted wages have dropped 12.6 percent for the average worker. That translates into a purchasing power loss of nearly $54 a week, Draper pointed out.

The BLS consumer price index for urban consumers (CPI-W) rose 0.3 percent in February, one-tenth of 1 percent more than the CPI-W, which is the gauge used for cost-of-living adjustments under union contracts.

Food and clothing prices dropped, but energy costs jumped in both indexes. Exclusive of food and energy, both indexes were up 0.3 percent over the month.

In CPI-W, food prices declined 0.4 percent with a plunge of 3.5 percent for fruits and vegetables. Over the past 12 months, food prices were up 2.2 percent. Clothing prices declined 0.2 percent in February and were down 0.5 percent over the year.

Shelter costs, basically rents, jumped 0.6 percent in February and were 3.1 percent higher over the year.

While medical care costs edged up just 0.2 percent in February, they rose 4.8 percent over the year — the highest of any major component in the index.

Overall transportation costs rose 0.5 percent in February and were up 1.9 percent since February 1993. Gasoline prices surged 2 percent over the month, but were 4.7 percent below a year ago.

After declining for several months, heating oil prices jumped 6.5 percent in February, but were up only 1.4 over the year. Gas and electric utility rates rose 0.5 percent over the month and were up 3.6 percent in the last 12 months.

A market basket of goods and services which cost $10 in the 1982-84 BLS base period, cost $14.67 in February 1994.

Families can get help in filing for tax credit

Low-income families eligible for the Earned Income Credit can receive free assistance in preparing their tax forms from Internal Revenue Service-trained volunteers.

Many of these families, who could gain an average of about $1,000 per family in 1994 through the EIC, have been paying to have their returns prepared because of the additional paperwork.

Families must fill out the long income tax form —1040A or 1040 — as well as the Schedule EIC to claim the credit.

Approximately 8,000 Volunteer Income Tax Assistance offices in communities throughout the nation are providing the assistance. The VITA clinics were created by the IRS to help those who cannot easily afford paid tax help.

Workers with tax questions can get the address of the nearest VITA clinic by calling the toll-free IRS phone number: 800/829-1040.

The non-profit Center on Budget and Policy Priorities estimated recently that professional tax preparers last year cost EIC families $345 million. Nearly 14 million families claimed the credit.

The EIC is a tax credit available to single or married parents who work and raise children. Families are eligible for up to $2,364 if their 1993 income was less than $23,050.

Among those potentially eligible for the credit are those workers whose income was lowered because of periods of unemployment or part-time work; those whose employment is seasonal; those who were on strike all or part of the year; and workers whose take-home pay isn't enough to garner a tax bill.

It is a ''refundable'' credit, meaning that eligible families can benefit from the credit even if they owe no federal income tax or have no income tax withheld from their paychecks. In those cases, families receive a check from the IRS in the amount of their credit.

Eligible workers also can get EIC benefits added to their regular paychecks in installments, by filling out a W-5 form for their employers.

The push to inform eligible families is spearheaded by the Earned Income Credit Campaign, which involves hundreds of business, labor, advocacy, community and religious groups, including the AFL-CIO, as well as dozens of elected officials and state and local governments.

Support grows for worker rights in GATT

By Michael Byrne

AFL-CIO President Lane Kirkland was joined by House Majority Leader Richard A. Gephardt and a group of 20 U.S. senators in calling for an institutional framework to promote worker rights and labor standards in international trade.

The appeals came in separate congressional testimony and in a letter to President Clinton as government ministers from more than 100 countries prepared to meet April 12-15 in Marrakesh, Morocco, to sign the General Agreement on Tariffs and Trade.

Gephardt said the United States should not sign the GATT accord, which would establish rules for international trade governed by a new World Trade Organization, until there is agreement to ''form working groups within the GATT on the environment and on workers' rights — groups with a real plan and a real mandate.''

''We must recognize that the linkage between our economic interests and human rights, labor rights and the environment simply cannot be broken,'' he told a House Banking, Finance and Urban Affairs subcommittee on international development. ''In the long term, these interests represent separate tiles in the mosaic of our domestic and international economic policies.''

Kirkland, testifying before the same House panel, said a strong social clause is needed in GATT to ''ensure that increased trade will benefit more than just a tiny privileged few.''

While the Clinton administration has promised to pursue this goal, Kirkland noted, ''it will take the full weight of our international diplomacy for it to be achieved. Thus far, we have seen no evidence that such efforts are being made.''

U.S. Trade Representative Mickey Kantor has announced that he has made progress on an agreement to set up a permanent committee within the WTO to deal with the environment, but that a similar institution for worker rights had run into strong opposition.

The European Parliament, which has endorsed the inclusion of a social clause in GATT, held a public hearing March 29 in Brussels at which Anthony G. Freeman, deputy assistant U.S. secretary of state for international labor affairs, insisted that ''at a minimum, the door must be left open to add this issue to the WTO work program. The agenda for the 21st century must include labor standards.''

The group of 20 senators, led by Sen. Harris Wofford (D-Pa.), wrote Clinton that Americans will not benefit from GATT if adequate attention is not paid to worker rights and standards. ''We believe a WTO standing committee is an important step toward a worldwide consensus to improve worker rights and labor standards,'' the letter stated.

Kirkland, who along with Gephardt was testifying on the policy of international financial institutions, described the need to ensure worker rights and labor standards internationally as plain common sense. ''After all, in the emerging global economy, the world's workers must also become its base of consumers.''

''Around the globe, the labor of millions of men, women and children is still obtained by means of force, intimidation or sheer desperation,'' he said. ''These workers are neither players nor beneficiaries in the international 'free market' system. They are its pawns.''

Nations around the world are now dealing with the inevitable structural problems created by this rush to exploit workers, Kirkland said, citing a recent study by the International Labor Organization that found one out of every three workers worldwide either can't find a job or doesn't earn enough to enjoy a minimum standard of living.

''Until worker rights criteria become an integral part of all bilateral and multilateral trade and assistance arrangements — and until the operations of multinational corporations become more transparent and accountable to the citizens of the nations in which they operate — these structural problems in the global economy will persist,'' he said.

NEWSMAKERS

Alina Fernandez, the daughter and outspoken opponent of Cuba's **Fidel Castro,** met March 18 with AFL-CIO President **Lane Kirkland** to discuss the role of workers in the democratization of Cuba. She also met with President Clinton to bring an appeal that the current U.S. trade embargo against Cuba not be lifted. Fernandez and her daughter, Alina Maria, left Cuba last year after U.S. consular officials granted her political asylum. They are living in Columbus, Ga.



Alina Fernandez

Capt. Richard Nelson, a member of the Masters, Mates and Pilots, was rehired by American President Lines, Ltd. after negotiations with the union. Nelson was relieved of his duties March 8 for raising the historic ''Don't Tread on Me'' flag in protest of the company's proposed reflagging under foreign registry. Unions were planning demonstrations if his job was not restored.

National Labor Relations Board Chairman **William B. Gould IV** has appointed **Miguel Gonzalez** as his executive assistant. Gonzalez, who has been a mediator with the Federal Mediation and Conciliation Service in California since 1985, helped mediate disputes involving the Service Employees' Justice for Janitors campaign and Hotel Employees and Restuarant Employees Local 28.

Jim Lapping, director of safety and health for the AFL-CIO Building and Construction Trades Department, has been named chairman of the Executive Standards Council, which develops and coordinates American National Standards.

James Grossfeld is leaving the Mine Workers to become director of speechwriting for Secretary of Agriculture **Mike Espy.** Grossfeld has served as special assistant for communications for UMWA President **Richard L. Trumka.**

Stewart Acuff, president of the Atlanta AFL-CIO, has been appointed to the board of directors of the Atlanta Committee for the Olympic Games. Acuff was instrumental in an agreement that most of the Olympic construction would be done by union workers. Acuff and AFL-CIO Secretary-Treasurer **Thomas R. Donahue** met repeatedly with city and Olympic officials to hammer out the agreement.

DEATH

William T. Nipper, a member of the Carpenters executive board, died March 17 at Georgia Baptist Hospital in Atlanta.

Nipper was general representative under five different Carpenters presidents. Among his many contributions was assisting then Vice President William Sidell in negotiating the Walt Disney World Construction agreements.

Rights vs. dollars in China trade fight

Continued from Page 1

two years in prison. After coming to the United States for treatment, he was barred from returning to China.

The arrests March 3 of four trade union and human rights activists — including Zhou Guoqiang, a labor lawyer who defended Han in Chinese courts — drew strong protests from the international worker community.

Enzo Friso, general secretary of the International Confederation of Free Trade Unions, called on the Chinese government to release the activists. The AFL-CIO called on the Clinton administration to include the arrests as part of its considerations on MFN.

Among the others arrested were leaders of a new group, the Association for Protection of Labor Rights, that announced it is seeking recognition from the Chinese regime. That announcement coincided with a statement issued by a group of democracy activists urging China's legislature to protect the rights of workers.

Workers' groups are part of a burgeoning democracy movement in China. Some 38 groups across China have been actively gathering signatures on petitions to support the right to strike and to form independent unions, according to Newsweek.

Meanwhile, U.S. television was exposing the extent of Chinese operations in the United States by companies owned by the Chinese People's Liberation Army.

With assistance from FAST and the AFL-CIO's Asian-American Free Labor Institute, the NBC newsmagazine ''Dateline'' exposed how some of the PLA-front companies, particularly Poly Technologies and China Jing An, sell to U.S. arms dealers assault weapons that end up on our city streets.

The hard currency gained by these front companies fuels the modernization of the PLA and allows it to operate worldwide, including an office in suburban Detroit. Denying China MFN trade privileges would cut off the flow of the hard currency the Chinese military needs.

''Dateline'' also revealed that Chinese military factories are supplying a vast number of consumer goods to some of the biggest retail chains in America.

Some of those products are being made by prisoners in China's Laogai, China's gulag, the world's most extensive network of forced labor camps, Fiedler said.

''We know from our first-hand investigation...that, despite their denials, the Chinese continue to export forced labor products to the United States,'' he said. ''We are chagrined that our own government refuses to address the implications of this gulag, preferring to talk about prison labor in a facile attempt to defuse the issue.''

The profits from the products of that labor fuel China's $23 billion trade surplus with the United States and the loss of tens of thousands of jobs.

Clinton's 1993 executive order tied China's trade status to its record of adhering to the Universal Declaration of Human Rights, releasing and accounting for political prisoners, ensuring humane treatment of prisoners, protecting Tibet's religious and cultural heritage and permitting international broadcasts into China.

RESOURCES

CONFERENCES

The challenge of diversity will be the topic at the 1994 National AFL-CIO **Civil Rights Institute** April 17-21 at the George Meany Center for Labor Studies. For information, contact the center at 301/431-6400.

The AFL-CIO Industrial Union Department is sponsoring a workshop on **Developing a Union Agenda on Technology and Work Organization** April 29-30 at the Holiday Inn Lakeside City Center in Cleveland, Ohio. Registration is $75. For more information contact IUD, 815 16th Street, N.W., Washington, D.C. 20006.

PUBLICATIONS

Restoring the Promise of American Labor Law, edited by Sheldon Friedman, Richard W. Hurd, Rudy Oswald and Ronald L. Seeber, presents the work of unionists and scholars from a conference on labor law reform co-sponsored by the AFL-CIO Economic Research Department and the School of Industrial and Labor Relations at Cornell University. Prepublication discount rate of $24 available until May 1 (plus postage and handling of $3 for first book and 50 cents for additional copies). Send check to ILR Press, Cornell University, Ithaca, N.Y. 14853-3901. Phone 607/255-2264.

The **1994 AFL-CIO Guide to Union-Sponsored Scholarships, Awards and Student Financial Aid** lists some 3,000 scholarships and awards worth almost $3 million from affiliated unions, state and local AFL-CIOs and local unions. Single copies are free for union members and $3 for non-members. Contact the AFL-CIO Reproduction and Mailings Division, 815 16th Street, N.W., Washington, D.C. 20006.

Helping Each Other: Labor's Oldest Tradition is a 17-page manual produced by the AFL-CIO Department of Community Services. The publication explains how to provide information and referral for those in need, describes techniques for more complex intervention and advocacy and offers starting points for getting assistance. Contact the AFL-CIO Department of Community Services, 815 16th Street, N.W., Washington, D.C. 20006.

VIDEO

The Government Employees released a 10-minute video, **Full Partners,** urging union members to establish partnership councils with their agencies. Single copies are free from the AFGE Membership and Organization Department, 80 F Street, N.W., Washington, D.C. 20001.

Union industry products are major attraction

High-quality products made by union members were on display for more than 100,000 people at the Indianapolis Convention Center March 25-28.

Some 300 unions and union-represented companies demonstrated the skills and innovation that make American workers the most productive in the world — from food workers to jet engine mechanics, auto assembly line workers to glass blowers, electrical workers to coal miners, carpenters to fire fighters and many others.

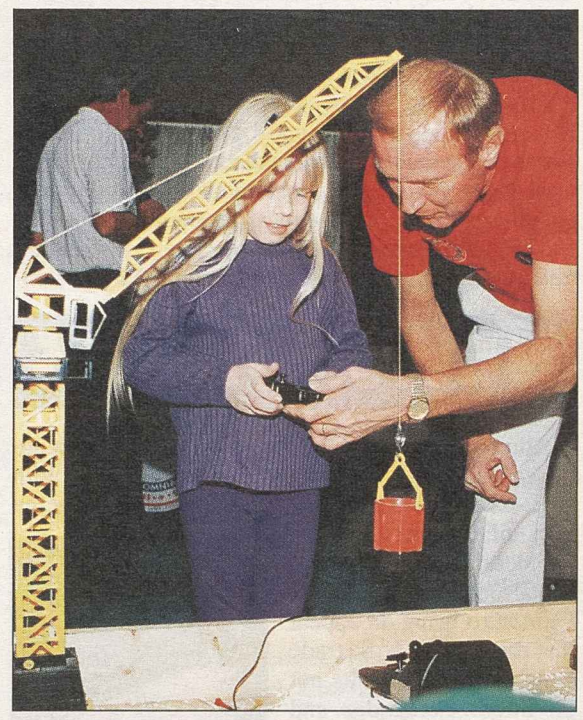
Among the products given away were an Oldsmobile, a Harley-Davidson and a camping trailer.

The Union Industries Show moves next year to Detroit.









Photos by Raymond Crowell and Bill Burke/Page One Photography







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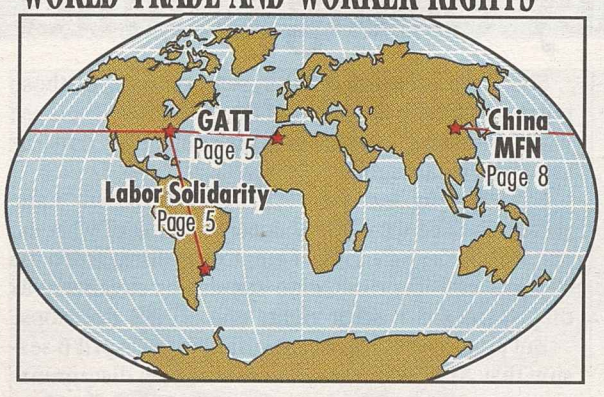
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AFL-CIO NEWS

VOLUME 39, NUMBER 9 APRIL 18, 1994



Workers Memorial Day: promise of reform

By Candice Johnson

Workers Memorial Day pays a special visit to the nation's capital this year for a memorial tribute and a day of intensified lobbying for reform of the nation's job safety law.

Across the nation this April 28, workers again will honor their fallen brothers and sisters with tree plantings, school programs, memorial services and conferences. In Washington, the ''fight for the living'' will be focused in on genuine reform legislation, which has its best chance in years to pass Congress.

''Since the Occupational Safety and Health Act was enacted 24 years ago, nearly 2 million American workers have been killed by workplace hazards,'' said Peg Seminario, AFL-CIO safety and health director. ''Clearly, the government has not lived up to its promise of safe jobs for American workers and can't unless the OSHA law is overhauled.''

The OSHA reform bills have been taken up by committees in both the House and Senate and will face floor action later this year, Seminario said.

Workers who have been injured or harmed on the job, or the relatives of those killed, will assemble at AFL-CIO headquarters for a memorial service paying tribute to those victims of the workplace.

Such labor allies as Secretary of Labor Robert B. Reich and Rep. William D. Ford (D-Mich.), chairman of the House Education and Labor Committee and a principal sponsor of the bill, will take part along with clergy and others.

Following the service, the group will join other congressional representatives who support OSHA reform at a Capitol Hill luncheon, then will spend the afternoon in visits with members of Congress and making the case for comprehensive safety and health reform.

Gertie Brinson will be among the workers traveling to Washington for Workers Memorial Day. Brin-

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Steve Kagan/IBT

Teamster Dale Van Witzenberg brought his caravan of triplets to the Chicago picket line at Yellow Freight, one of the employers that have steered Trucking Management Inc. to stonewall.

Teamsters on a roll in freight strike

By James B. Parks

As 70,000 Teamster freight workers begin the third week of their nationwide strike against Trucking Management Inc. (TMI), five major freight employers have defected from the multiemployer bargaining group, sending a signal that the strike is working.

''TMI's united front continues to crumble,'' said Teamsters President Ron Carey. ''This is another signal that TMI should come back to the bargaining table and negotiate a reasonable contract.''

It appeared TMI was getting the message, as it announced April 14 it had accepted the union's offer to resume negotiation. The parties will return to the bargaining table April 18 while the strike continues.

In breaking ranks with other employers, the five companies sought interim agreements, which are still pending.

By contrast, the entire labor movement rallied in support of the IBT. The Longshoremen said they would honor IBT pickets and the Fire Fighters denounced an order by a Chicago-area fire chief to use water hoses to disperse the strikers, then joined Teamsters on the picket line.

''All of labor stands with our Teamster brothers and sisters in their struggle to preserve good, full-time jobs at the major trucking firms,'' declared AFL-CIO President Lane Kirkland.

The walkout against 22 major trucking firms represented by TMI began April 6, after months of fruitless negotiations. Key issues are management demands to permit the use of part-time workers, diversion of more freight to railroads and a requirement for binding arbitration to resolve grievances.

IBT freight members voted by more than 90 per-

Continued on Page 4

Tax on benefits undercuts reform, study discloses

Funding more equitable under Health Security

By Colleen M. O'Neill

Taxing employer-provided health benefits amounts to a major penalty against America's middle-class working families, a new study reveals.

Data provided to the Service Employees by the health benefits consulting firm Lewin-VHI show that taxing health benefits would lead to a loss of between $34 billion and $128 billion for working families from now until the year 2000 — either through lower wages, additional premium payments, higher out-of-pocket costs or higher taxes.

''New taxes on health benefits imply that workers who have employer-provided coverage are somehow to blame for the health care crisis,'' noted AFL-CIO President Lane Kirkland, who joined Service Employees President President John J. Sweeney in unveiling the SEIU study at an April 12 news conference.

''The fact is that working people have paid for that coverage many times over — particularly in the wages and other benefits they've had to sacrifice in order to maintain decent coverage.''

The debate, Kirkland said, ''boils down to the following proposition: Will health care reform require that all employers do what most employers do now? Or will it end up trying to solve this crisis by taxing individual American workers and their families?''

The SEIU asked Lewin-VHI to study the Managed Competition Act, the reform plan proposed by Rep. Jim Cooper (D-Tenn.) and Sen. John Breaux (D-La.). The subsequent study, ''Hammering the Middle Class,'' detailed several potential responses for businesses if benefits were taxed:

- Employers could continue to provide their current level of health benefits but would cut future pay increases — and workers' wage levels — to compensate.
- Employers could reduce their premium contributions to avoid the tax and pass on the savings to workers in the form of higher wages.

If employers continue to provide benefits but cut wage levels, workers would lose on average between $195 and $343 yearly, the study said.

If employers reduce their premium contributions and pass on the savings, workers could either stay with their present plans and pay the extra premium costs

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ORGANIZING

NLRB spanks Baby Bell

The National Labor Relations Board has issued an unfair labor practice complaint against Bell Atlantic Telephone and its telephone directory sales subsidiary for actions the Communications Workers described as "systematic union busting."

NLRB Regional Director William A. Pascarell found the phone company's directory advertising subsidiary interfered with employees "in the exercise of their rights to organize." Pascarell set a hearing date for May 23 and consolidated five pending complaints about employee firings.

Heat put on Monfort

Monfort, Inc., the notorious Greeley, Colo., meatpacking firm, faces massive civil fines and penalties unless the company complies with a pending NLRB order, which it has consistently defied for the past two years.

U.S. Magistrate Bruce Pringle said Monfort should be held in contempt for violating a 1992 court order by continuing threats and harassment of workers trying to organize its beef processing plant. He recommended fines of $25,000 per violation and $2,500 per day for each day violations continue.

Pringle also said the company should pay one-third of the court costs incurred by the NLRB in connection with the case and recommended fines against individual corporate officers, representatives and agents — not to be paid by the company — for violations of the court's order.

NLRB sought help from the courts in enforcing its order to cease harassing workers and negotiate with the Food and Commercial Workers, underscoring the board's refusal to "tolerate recidivist conduct," said new NLRB General Counsel Frederick L. Feinstein.

Building trades target D.C.

A 15-union building trades campaign led by Painters President A.L. Mike Monroe aims to turn Washington "back into a union town." Monroe warned participating unions to "expect a long, hard fight" in recapturing construction work from non-union contractors.

Robert A. Georgine, president of the Building and Construction Trades Department, said Washington's construction workers have worked for too long "without benefit of decent wages, benefits and safe working conditions."

Participating unions will assign union organizers to assist the effort.

Magic Kingdom sports label

A cooperative organizing campaign among service trades unions representing workers at Florida's Disney World is building union strength in the area, reports Ron Martin, AFL-CIO regional director.

Teamsters Local 385 quadrupled its membership among 700 Disney "characters" during the drive. The union hopes to have 500 in the fold when contract talks open this fall. To date, the Magic Kingdom is the largest group of union characters.

"Locals in the region need to be as strong as possible in Disney World if we are going to succeed in organizing workers at the new Universal Studios theme park," said Martin.

Unions cited as key easing conflict

By Rex Hardesty

The federal commission studying worker-management relations was told that "only free access to union representation is likely to promote self-regulation of workplaces by employees and employers."

Marsha Berzon, a labor lawyer with extensive experience representing the AFL-CIO, made that statement to the April 6 hearing in Washington of the Commission on the Future of Worker-Management Relations, a federal panel created by the Clinton administration to recommend changes in current workplace law and practices.

Berzon testified on "alternative dispute resolution," or ADR, a system in which employees waive their right to legal redress of complaints in exchange for "expedited" decisions.

The nine other witnesses included Judith L. Lichtman of the Women's Legal Defense Fund and Theodore St. Antoine, a renowned University of Michigan law professor.

Berzon listed five strengths of the grievance arbitration system under a collective bargaining agreement, each of which exposes an ADR weakness:

- The employees' collective bargaining power helps assure that the system is a fair one.
- Individual employees have assistance from the union in pressing grievances without the need to pay an attorney.
- Since both the union and employer are likely repeat users of the mediators and arbitrators, the dispute professionals have no incentive to favor either party.
- Most unions operate on a multiemployer basis, so decisions are public and recorded, building a body of cases whose principles can be developed and applied from one case to another.
- Unsatisfactory results of arbitration can be changed through the collective bargaining process.

Berzon emphasized that no amount of improved dispute resolution, even with a union, "should entirely supplant the complementary system of public law employee protections."

She contrasted the ADR system on each of those points, including the plight of the individual employee who fears being branded as a malcontent for refusing to waive legal rights.

In testimony last fall, AFL-CIO President Lane Kirkland asked the commissioners to think of what the national outcry would be if employers disregarded the nation's anti-discrimination statutes as cavalierly as they disregard worker rights and NLRB decisions.

But employer witnesses testified in the April 6 session that ADR was a way to cut down on discrimination cases, including those from the Equal Employment Opportunity Commission. And they advocated what Berzon warned against: that employees be required to waive their legal rights in favor of a system devised by management in their own workplace.

Lichtman described the tremendous change in the number of women in the workplace — and the glaring inequities in their pay levels. She told the commission that "union membership or coverage under a collective bargaining agreement — more than any other factor — increases women's wages and reduces the wage gap, especially for low-income women and women of color."

St. Antoine testified on recent attempts to modify "employment at will," the historic doctrine of an employer's right to dismiss workers not protected by a union contract.

"The employees who win in court" against employment at will, St. Antoine said, "are rarely rank and file. Only professional and managerial employees are likely to have large enough claims to attract the attention of lawyers operating on contingent fees."

St. Antoine urged the commission to "think boldly . . . Perhaps it's time to replace the National Labor Relations Board and the Equal Employment opportunity Commission with a National Employment Relations Board" that could have jurisdiction "not only over anti-union discrimination but also over 'status' discrimination on the basis of race, sex, age, disability, etc. and finally over terminations without good cause."

Privatized public schools found lacking

Baltimore's experiment with private management of public schools is sacrificing instruction for the sake of profit, the AFT said.

Education Alternatives Inc. (EAI), a private, for-profit education firm, began managing nine inner-city Baltimore public schools in 1992 with the promise of providing better education at the same or lower costs to taxpayers.

However, early results aren't bearing out those promises, an AFT study shows.

"EAI failed to meet the challenge of improving academic performance during the contract's first year," the AFT concludes in "The Private Management of Public Schools." "Worse yet, student standardized achievement test scores dropped substantially in the eight EAI elementary schools while other city schools showed modest progress."

While EAI has improved the physical plants at the nine schools it manages, it did so out of funds intended to pay for students' instruction, said Greg Humphrey, executive assistant to AFT President Albert Shanker.

Instead, EAI has increased class sizes, reduced the number of special education teachers in the schools and "mainstreamed" special education students back into regular classes without providing the support system they need.

Humphrey said comparable public schools in the city had lower per-student costs last year and better student and teacher attendance records.

While originally supporting the experiment with private management, the Baltimore Teachers Union eventually filed a lawsuit against the city for turning its responsibilities over to the private firm, said BTU President Loretta Johnson.

AFT also asked the Department of Education to investigate EAI's practices in handling federal funds designated for aiding disabled and poor students.

"We believe that significant evidence exists that use of these funds by EAI is not in compliance with the federal laws governing the educational rights of disabled students," the union said in a letter to Thomas Hehir, the Education Department's director of special education programs.

The BTU has published a guidebook on school privatization for educators and citizens. Single copies are free. Fewer than 100 copies are available for 50 cents each; more than 100 copies for 40 cents each. Call BTU at 410/358-6600. — **Press Associates**

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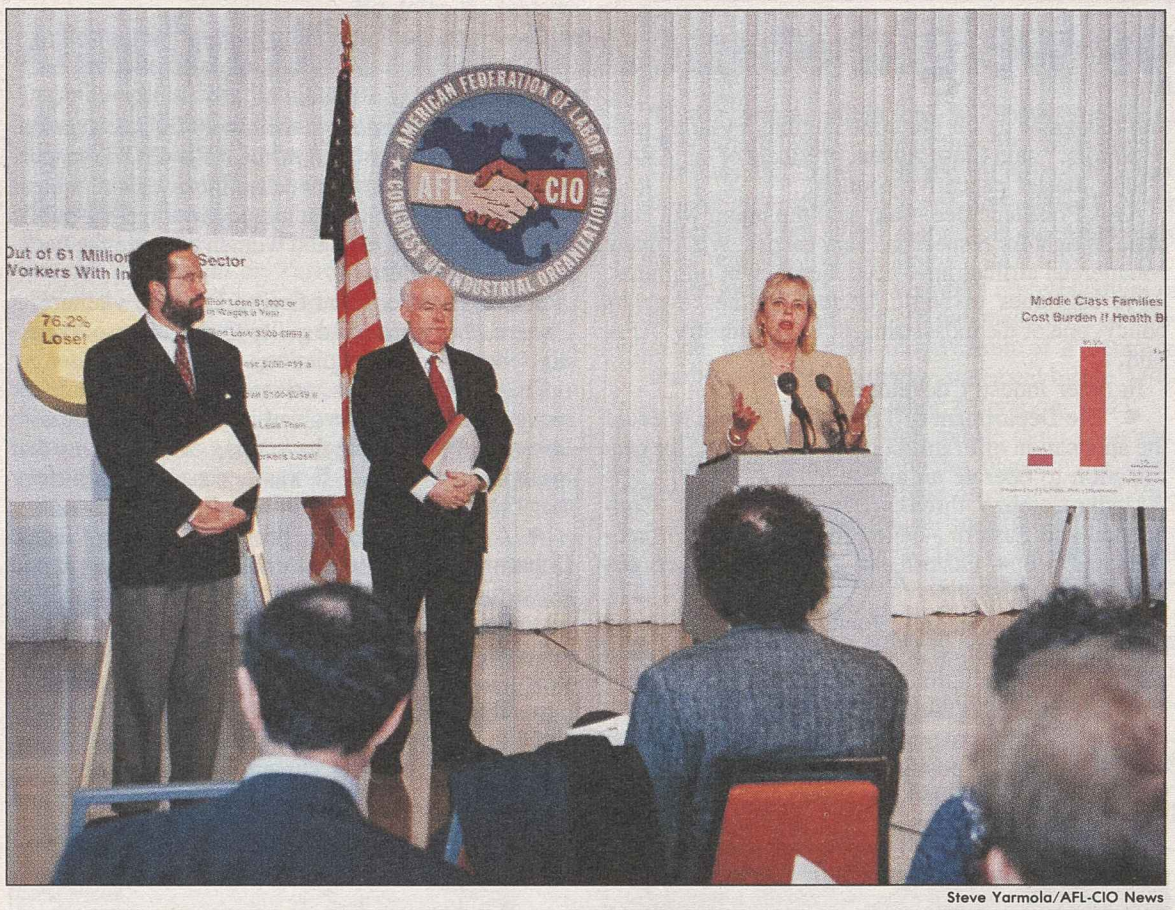
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Steve Yarmola/AFL-CIO News

Peggy Connerton, SEIU's public policy director, explains the union's health benefits tax study, along with AFL-CIO Employee Benefits Director Gerald Shea and SEIU President John J. Sweeney.

Health benefits tax: unfair, unwise

Continued from Page 1

themselves (which would cost between $269 and $476 yearly) or workers could switch to the lowest-cost plan (incurring a net loss of between $203 and $360 yearly because of higher cost-sharing provisions and uncovered services).

The Lewin data also showed that the impact of Cooper's proposed legislation would fall most heavily on middle-income families. Those earning between $20,000 and $75,000 annually would provide more than two-thirds of all revenue generated by the proposal.

"Let me emphasize that as severe and as shocking as these numbers are, they are mild compared with the benefits-taxation proposals by some in Congress," said Sweeney, who chairs the AFL-CIO Health Care Committee. "Given these findings, it would, without a doubt, be unfair and unwise for Congress to attempt to tax employer-paid health benefits to finance national health care reform."

A separate analysis by the consumer group Families USA showed that President Clinton's Health Security Act would save families an average of nearly $700 the first year it is fully phased in — $278 on health insurance premiums, $142 on taxes and $311 in out-of-pocket costs.

The Health Security Act also would guarantee health care that could never be lost, whether a person changed jobs, was unemployed, retired or became ill. That would benefit not only workers, but small and large employers alike.

Businesses with less than 10 workers that provide health insurance spend more than 15 percent of payroll doing so, according to the Employee Benefits Research Institute. For those with 10 to 24 workers, the average payroll spent is 14.5 percent, while those with 25 to 99 workers spend on average 12.2 percent of payroll.

Under the Health Security Act, small (fewer than 75 workers) and low-wage employers would see their health care expenses capped on a rolling scale between 3.5 percent and 7.9 percent. For some, the savings might be as high as 12 percent of payroll, according to a new AFL-CIO Employee Benefits Department study of the impact of health reform on small business.

The savings would be even more dramatic for large businesses, some of which spend more than 20 percent of payroll on health benefits.

The Communications Workers have shown that health care reform under the Clinton plan would mean increased profits for AT&T and the seven regional Bell companies, which would see an increase of more than $18 million in the total market value of shareholder investments.

CWA estimated that the companies currently spend an average of 13 percent of payroll on health care for their employees. The proposed 7.9 percent cap would save the companies $1.7 billion a year and boost net income by $1.1 billion. At current levels, the additional earnings per share generated by the change could translate into a higher market capitalization for the eight companies of $18.2 billion, CWA says.

The AFL-CIO is seeking to get out this kind of information to counter the negative and deceitful claims of such business lobbies as the Chamber of Commerce and the National Federation of Independent Business.

Advertisements were placed in The Wall Street Journal and other publications on Tax Day, April 15, touting the arguments against taxation of employer-paid benefits and asking Congress to set aside any proposed legislation containing those taxes.

"Working people do want health care reform," the ad said. "But they shouldn't be stuck with the lion's share of the cost — especially if it's only to protect the minority of employers who don't now provide health benefits and don't want to."

Other efforts continue to reach out to small businesses to gain their support for the Health Security Act. Affiliated unions have been asked to work on the local level and job-site level to gain support from employers, vendors and others with a stake in reform.

Small businesses should know, for example, that they would realize a substantial savings in retiree health premiums under the Clinton plan, which would establish an early retiree program that would pay 80 percent of the average cost of premiums for those between 55 and 65, with employers responsible for the remaining 20 percent. Post-65 retirees would be enrolled in Medicare.

Those responsible small businesses now providing insurance also would benefit from the leveling of the playing field that would come with the Health Security Act. Close to 25 percent of each hospital bill is diverted to pay the hospital for uncompensated care — a form of subsidy from employers paying for insurance to those that don't, the AFL-CIO study reveals.

"Economists such as David Card and Alan Krueger of Princeton University and Lawrence Katz of Harvard University have measured the impact of an employer mandate by studying the effect of the 90-cent-per-hour increase in the minimum wage in 1989," the study said. "Study after study reveals no negative employment effect."

These findings gain importance when measured against the fact that health insurance under the Health Security Act will cost small, low-wage employers less per hour than that 1989 minimum wage increase.

The Rand Corp. estimates that direct job losses under health reform would be less than one-quarter of 1 percent of total employment. A recent Congressional Budget Office study concurs.

CAPITOL DIGEST

The cornerstone of President Clinton's education reform program became law March 31 when he signed H.R. 1804, Goals 2000, the Educate America Act. Shortly after that, the House and Senate began to iron out their differences over another important education bill, the School-to-Work Opportunities Act.

The AFL-CIO endorsed both of these major education and training bills.

Goals 2000 establishes the first national skill and performance standards for students, specifying that labor participate in developing some of those standards.

"Goals 2000 finally gives America a rational system of education that starts with the essentials: clear, high academic standards for what students should know and be able to do," AFT President Albert Shanker said.

The legislation establishes voluntary national education standards and student performance standards, as well as a skill standards board charged with studying the national labor market and helping to create voluntary labor-business-education partnerships to develop skill standards systems.

The School-to-Work Act (H.R. 2884 and S. 1361) is designed to prepare non-college bound students for careers. Both houses passed similar bills and are now in conference.

The legislation would provide 11th- and 12th-grade students with a combination of school-based and work-based learning opportunities, ending with a job, apprenticeship or, in some cases, college. The work and school programs will lead to both a high school diploma and a credential recognized by industry.

The AFL-CIO urged the conferees to adopt the House provisions requiring that students be paid for their work experience on the job. That would allow the students to enjoy legal protections such as the Occupational Safety and Health Act, Fair Labor Standards Act, workers' compensation and other laws.

It also will "give participating employers added incentive to invest sufficient time and effort required to make education and training a constructive part of the student's time on the job," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the conferees.

Elsewhere on Capitol Hill:

BLACK LUNG — Black lung victims and their survivors scored a victory over coal companies April 13 when the House Education and Labor Committee reported legislation that would ease the process for miners and their families collecting black lung benefits. The proposal also would curtail coal companies' ability to delay the claims process. A similar bill is pending in the Senate.

DAVIS-BACON — The same committee also reported AFL-CIO-supported Davis-Bacon reform legislation (H.R. 1231) on April 13. The Davis-Bacon Act requires employers to pay the local prevailing wage on any federal or federally funded construction project of more than $2,000.

The bill would raise the threshold (established in 1935) to $15,000 for repair or rehabilitation work and to $100,000 for new construction. It reclassifies "helpers" and limits their use on construction projects.

The bill also would eliminate 75 percent of the paperwork involved in payroll reporting. In addition, it strengthens current law requiring prevailing wages on federal lease-construction projects.

ERISA — The Senate Labor and Human Resources Committee reported ERISA pre-emption legislation April 13. Strongly backed by the AFL-CIO and of special importance to the building trades, S. 1580 would set aside rulings by Reagan-era federal judges interpreting the federal Employment Retirement Income Security Act of 1974 (ERISA) to allow the employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws. The so-called ERISA "exemptions" undermine wages and conditions for thousands of construction jobs contracted by states.

S. 1580 clarifies that Congress' intent in ERISA was not to pre-empt those types of state laws. The House passed its version (H.R. 1036) last fall.

UNION NEWS

USAir settles, drops weight standard for attendants

By Candice Johnson

Flight Attendants have won a hefty victory at USAir as the carrier agreed to drop rules on attendants' weight for at least the next three years.

The agreement settled a lawsuit brought by the Equal Employment Opportunity Commission in 1992 and joined by AFA. It charged that Piedmont Aviation, which became part of USAir, had more stringent weight standards for women than for men and applied them to female attendants more often than to male attendants as a method of discipline that was discriminatory.

As part of the settlement, USAir will pay $90,000 in damages to some 53 attendants and applicants who were suspended or denied employment because of their weight. Five attendants who were suspended or terminated because of their weight will be given an opportunity for reinstatement. The settlement has been submitted to a federal magistrate for approval.

In exchange for dropping the weight standards, USAir will institute new job standards to ensure attendants can perform their safety and service functions. After three years, the system will be evaluated.

"With this settlement, the airline will finally stop using weight as a means to evaluate flight attendants, and recognize us for our contributions as safety professionals," said Carol Austin, president of the AFA's USAir master executive council.

AFA President Dee Maki said the union will continue its fight for respect on every carrier. While many commercial airlines have abolished weight programs, AFA continues to battle United Airlines over its policy, one of the most stringent in the industry, AFA said.

In other industry developments:

- The Department of Transportation has rejected the application of Frank Lorenzo's ATX Inc. for certification to operate an airline.

Under Lorenzo, three carriers — Texas Air, Continental and Eastern — filed for bankruptcy protections and two — Eastern and Texas Air — went out of business altogether.

In its final ruling, DOT found that Lorenzo failed to demonstrate that ATX would comply with aviation rules and show a sufficent commitment to safety.

While "ATX has adequate financing and meets the citizenship requirements . . . managerial competence and compliance disposition are lacking," DOT said.

The department called the operations, maintenance and labor problems at the Lorenzo-owned carriers among the most serious in the history of U.S. aviation.

President Walter Shea of the AFL-CIO Transportation Trades Department called the decision "a clear victory for the airline industry, the traveling public and the dedicated men and women who are the backbone of the industy."

Shea pointed out that during Lorenzo's tenure at Eastern, the carrier pled guilty to six counts of breaking federal safety regulations.

The Air Line Pilots stressed that while the labor movement has been involved in several disputes with Lorenzo, "it was not the actions of the unions that brought his downfall. It was Lorenzo's own history that finally caught up with him."

- A consent decree proposed by the Justice Department would settle a civil anti-trust lawsuit and allow the Machinists to hold seats on the boards of directors of competing airlines.

Two IAM representatives are on the board of Trans World Airlines with one at Northwest. The seats were part of contract settlements that exchanged concessions for stock and board representation.

The settlement bars current and future directors chosen by the union from exchanging information and restricts discussion of price and competitive issues.

BARGAINING

NLRB seeks Cat injunction

The National Labor Relations Board is seeking an injunction to force Caterpillar Inc. to rehire a worker who was fired after he testified against the company during an unfair labor practices hearing.

George Boze, an official of UAW Local 974 and 21-year Caterpillar veteran, was suspended by the company Nov. 10 while in the process of filing a grievance. A month later, the company fired him. His suspension triggered a three-day strike by about 14,000 workers at eight plants in three states.

"The company's whole game plan was to use me as an example to frighten other people to stop them from standing up for their rights and fighting for a fair contract," Boze said. "This action reaffirms our members do have rights in the workplace."

More than 14,000 Caterpillar employees have been working under an imposed contract for more than a year after they suspended their five-month strike. They began an in-plant campaign to force the company to bargain.

USWA strikes Ludlum

The Steelworkers broke off negotiations with Allegheny Ludlum Corp., four days after some 3,500 USWA members walked out.

"The company has attempted to change the rules, dictating terms, taking issues off the table, putting new ones on, and generally conducting itself as though it has no intention of reaching agreement on a mutually satisfactory contract," said Louis J. Thomas and Andrew V. Palm, who head the negotiating committee. "Given the company's obstinacy, we see no reason to continue talks at this time."

The major issues, Thomas and Palm said, are "employment security, revitalization of the maintenance forces and worker involvement in key decisions affecting their futures and the quality of work life."

The union members struck April 1 after the current contract expired. Contract talks continued through the Easter weekend and were broken off April 5.

IUE-Delco pact ratified

Members of the Electronic Workers overwhelmingly approved a new local contract with General Motors Corp. covering 3,000 employees at two Delco Chassis plants in Kettering, Ohio.

The new three-year agreement is retroactive to September, said Robert Gilvin, negotiator for IUE Local 755. It calls for the company to invest $165 million in plant upgrades and then to build a new product line in Kettering. Both steps should increase job security, the union said.

The Kettering Delco plants produce suspension struts and shock absorbers for GM vehicles.



Raymond Crowell/Page One Photography

Teamsters picket in the rain at a Yellow Freight regional terminal in Landover, Md.

Teamster strike rolls into third week

Continued from Page 1

cent on March 20 to authorize the strike if necessary to force the companies to negotiate in good faith. A week before the strike began, the union's national bargaining committee met with 400 representatives of 262 affected IBT locals and received unanimous support in their rejection of the company's offer.

Issues related to employment security, wages, pensions and health and safety had not been discussed when bargaining broke down, the IBT said. Citing a Cornell University study, the union pointed out that freight worker wages have declined 21 percent since 1977, costing local economies some $235 billion.

Cracks in management's resolve began to show almost as soon as the strike began as Carolina Freight, with 5,200 employees, the fifth largest hauler in the nation, withdrew from the national agreement and signed an interim pact with the IBT.

Less than a week later, Preston Trucking, the seventh largest freight carrier, pulled out. Then came TNT Holland, sixth largest; Red Star, eighth largest; and Sea Land.

A Teamster spokesman said the defections indicate an increasing friction over TMI's hard line approach to the bargaining.

In a challenge to management's strategy, Carolina Freight President James Carlton wrote to TMI chief negotiator Art Bunte, urging the management side to "change course in its current negotiation . . . reconsider its demands for binding arbitration and low-cost part-timers . . . (and) recommence negotiations immediately."

Another 16 firms continue to balk at TMI's leadership. Days after the strike started, smaller member firms indicated a willingness to sign "me too" contracts that would permit the IBT to withdraw pickets from their facilities. After initially "releasing" those firms to go their own way, TMI reconsidered and imposed a gag order to try and bring the smaller firms into line.

The big four freight companies — Yellow Freight, Roadway Express, Consolidated Freightways and ABF — dominate TMI and control more than half the freight volume.

Kirkland criticized trucking management for its attempts to "shift jobs from full-time to poorly compensated, part-time work," calling that objective "symptomatic of the deregulation craze."

Citing provisions in the Longshoremen's collective bargaining agreements, President John Bowers said ILA council members were sending out notices of ILA's legal right to honor IBT picket lines.

IAFF President Alfred K. Whitehead assured the union's local in the Chicago suburb of Chicago Ridge, Ill., home of Yellow Freight, that the IAFF would defend members who "refuse to inflict criminal injury on striking Teamsters."

Whitehead was reacting to an order by Chief Randall Grossi to blast striking Teamsters with high pressure water hoses, calling the order "barbaric" and "outrageous."

Carey said the IBT is preparing to file unfair labor practices charges against TMI.

"Good jobs with good wages and benefits are what made the American economy the strongest in the world," Carey said. "American workers have taken it on the chin for the past 14 years. The members of the Teamsters are saying to corporate America — 'enough is enough.'"

Greg Kenefick also contributed to this article.

Worker rights gains 'small step' in world trade

By John R. Oravec

Allowing the issue of worker rights to be raised in a preparatory committee of the World Trade Organization is only "a small step" toward getting labor standards included in the global trading system, AFL-CIO President Lane Kirkland said.

The compromise accord was reached by trade ministers in Geneva prior to the summit meeting in Morocco to conclude the Uruguay Round of the General Agreement on Tariffs and Trade.

With the signing of the GATT by some 120 nations in Marrakesh, WTO will emerge as a powerful international body to regulate global commerce. The revised GATT accord still must be approved by Congress through implementing legislation.

During preliminary discussions in Geneva, the United States said it would not sign the GATT treaty unless it incorporated worker rights. Initially, U.S. negotiators had sought to create a separate informal committee covering labor standards under the WTO.

U.S. Trade Representative Mickey Kantor said in Washington that the compromise agreement would open the door to further discussions on worker rights covering freedom of association, the right to organize and bargain collectively, a ban on forced labor and child labor, and standards for conditions of work.

However, Kirkland noted that the Geneva accord "is limited in that it gives the United States the right to raise the issue of worker rights and standards before the preparatory committee," which will operate by consensus.

"Unfortunately," Kirkland said, "it does not go as far as to establish an actual committee to explore the issue. Thus, Ambassador Kantor is exactly right when he says, 'this is a beginning, not the end.' "

Trade and worker rights are already linked, Kirkland said, and "the burning question is whether that linkage will serve working people and their aspirations for a better life or facilitate only those who would profit from exploiting them."

Kirkland challenged attempts to brand the worker rights issue under GATT as a conflict between developed and developing nations.

"When it comes to working people themselves, nothing could be further from the truth," he said. "Protection of worker rights has long been a priority of democratic worker organizations in nearly every country — whether or not they are highly industrialized."

Kirkland called on U.S. representatives in Marrakesh to step up efforts to gain support for a formal structure to include worker rights in the WTO agenda.

Kantor said the Clinton administration will continue to press for the creation of a standing committee to address labor standards and environmental issues.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, chairman of the USTR's Labor Advisory Committee, and international trade economist Mark A. Anderson were in Marrakesh to monitor the GATT concluding sessions.

In communications with other national labor federations, Kirkland urged their participation in the Marrakesh sessions.

Since the start of the trade negotiations in 1986, Kirkland noted, "business interests have succeeded in revising GATT to their advantage. The interests of workers, however, have never been discussed."

Addressing the Center for National Policy in Washington, Kantor said the protection of workers interests and the environment are critical issues for the United States.

"Our goal in creating the World Trade Organization is not to have more trade for its own sake, but to raise standards of living not just in the United States but around the world," he said.

America's Southern Cone workers reject NAFTA

Trade union federations in South America's Southern Cone — Argentina, Brazil, Paraguay, Uruguay and Chile — joined the AFL-CIO in opposing any duplication of the flawed North American Free Trade Agreement in future trade talks with the United States.

The joint statement by worker representatives of the so-called MERCOSUR nations, whose governments are exploring the creation of a common market, followed a separate statement by the AFL-CIO and the Chilean labor federation, CUT.

Noting that "a de jure and de facto economic integration process is taking place," the labor federations welcomed trade discussions that "include as a condition the participation of workers, the incorporation of social clauses, the enforcement of the existing standards and provisions for sanctions in case of non-compliance."

Those conditions stand in stark contrast to the NAFTA, which "shunt(ed) the interests of workers to weak and unenforceable 'side agreements,' " the federations stated.

Nonetheless, the AFL-CIO will press for worker rights under those inadequate NAFTA mechanisms, working through a liaison office that will be opened in Mexico City in May, said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

Donahue, accompanied by William C. Doherty of the American Institute for Free Labor Development, visited Mexican union and government officials April 7 to discuss exchanging information on the practices of the thousands of U.S. companies that have set up operations in Mexico — 50 of which have moved since NAFTA went into effect Jan. 1.

"The AFL-CIO will work with all the unions in Mexico to pursue present and future violations of Mexican worker rights to organize and bargain collectively," Donahue said. Information also will be collected on the eligibility of U.S. workers for Trade Adjustment Assistance under NAFTA.

The Mexico City office will be headed by Michael Verdu of AIFLD, who has had extensive experience in that country. Mark Anderson, assistant director of economic research for the AFL-CIO, will coordinate the federation's activities involving NAFTA. Ed Feigen of the Organization and Field Services department will continue working with coalitions and unions seeking to improve worker rights along the U.S.-Mexican border.

— **Michael Byrne**

April 28: Marking need for change

Continued from Page 1

son, 33, had worked at a Claxton Poultry plant in Georgia until she was assigned to work on a new machine. Because she had received no previous training on this machine, within an hour of starting the job, her hand was caught and crushed.

Diann Clodfleter also will be coming to Washington, to remind legislators that her brother, Homer Dwayne Stull, was a needless victim of the workplace carnage.

Stull, then 20, had been on the job at National Beef in Kansas for just two weeks when he was sent, without any training, to clean a metal screen atop a blood tank. He suffocated from the toxic gases produced by the blood in the tank, and two other workers were killed trying to rescue him.

Carol A. Basinger wants people to remember her husband Les, who was a lead lineman at an electric power company in Pennsylvania. Basinger fell 40 feet to his death when a lift device support mechanism failed.

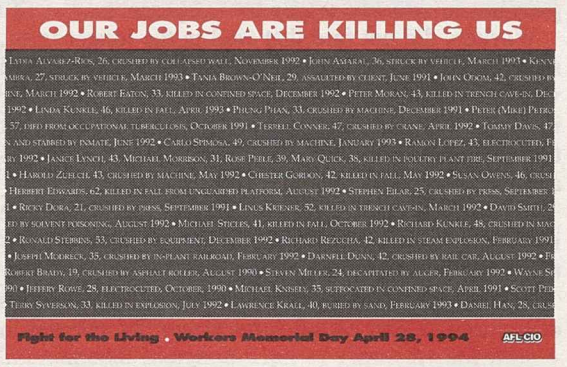
Valerie Milleron, who injured her back aiding a patient at Carpenter Care Center, a Pennsylvania nursing home, wants legislators to know that her employer denied access to OSHA inspectors. Only after they gained a warrant did inspectors visit the nursing home and find numerous serious violations.

Among the other events planned by unionists to mark Workers Memorial Day:

- A park in Milwaukee is slated to become the Wisconsin Workers Memorial, with the project set for completion by next year's Workers Memorial Day. The memorial, with plans and a model to be unveiled at a ceremony this April 28, will be a living exhibit to labor history and the trade union movement, said Wisconsin AFL-CIO President Jack Reihl.

Designed by two local artists, the park will allow patrons to walk through labor history, with markers detailing events in Wisconsin workers' history. In another area, a large clock and display will reinforce the message that "one worker is killed every minute of every day."

The memorial got under way last year, as a committee representing state and local AFL-CIOs and local unions worked with elected officials to find a site and win approval for the project. The total value of the project is likely to be about $300,000, but the committee already has received offers of in-kind contributions from the building trades and a local company offering foundry time for the artists. Fundraising efforts are continuing.



- Union members in Mobile, Ala., will commemorate workers who were killed and injured on the job in an evening ceremony at the Seafarers. Joining the WMD event are the Greater Mobile Port Maritime Council, the Southwest Alabama AFL-CIO and the Mobile, Ala.-Pensacola, Fla., Building and Construction Trades Council.

Through the efforts of the West Alabama AFL-CIO, a resolution was adopted by the Alabama legislature designating April 28 as Workers Memorial Day, "in honor of those workers in Alabama who have lost their lives or suffered workplace injury or disease."

- Botto House and the Passaic and Bergen County, N.J., AFL-CIOs will observe Workers Memorial Day with an evening program on worker safety and health concerns and a candlelight vigil to be held at the labor museum in Haledon, N.J.
- School children in Chicago will learn about Workers Memorial Day in school programs, then will plant a tree to commemorate workers killed or injured on the job.

WORLD

Labor monitors S. Africa vote

A 115-member U.S. labor delegation will arrive in South Africa April 21 to monitor the fairness of that nation's first non-racial election.

The delegation, put together by the AFL-CIO at the request of South African trade union confederations COSATU and NACTU, will include representatives from some 22 affiliated unions, federation departments and institutes.

Leading the U.S. labor effort will be Lenore Miller, president of the Retail, Wholesale and Department Store Union and chairman of the federation's Civil Rights Committee; William Lucy, secretary-treasurer of AFSCME; and Patrick J. O'Farrell, executive director of the African American Labor Center.

The observers will be spread throughout the country during the April 26-28 vote, O'Farrell said. The final tally will be counted on April 30. More than 20 trade unionists are candidates for seats in the country's new legislature.

The AFL-CIO began its campaign against apartheid in the 1950s and actively pushed for boycotts. The AALC and AFL-CIO unions last year sponsored and provided staff for civic and voter education programs for South African union members.

IAM forges air alliances

Machinists at Northwest Airlines and USAir have signed cooperative agreements with unions representing Dutch and British workers at KLM and British Airways, respectively.

IAM District 143 agreed with Dutch airline union UNIE BLHP to "meet on a regular basis to exchange information in order to protect their members' mutual interest." KLM is a major investor in Northwest and shares reservation systems with the U.S. airline.

IAM District 141 earlier gained similar links with Transport and General Workers Union (TGWU) and the workers at British Airways, which is seeking to expand its 24 percent interest in USAir.

ECONOMY

Jobless rate snagged at 6.5%, despite hiring gain

By John R. Oravec

Payrolls grew by some 450,000 in March, but the jobless rate remained snagged at 6.5 percent as the number of unemployed workers edged up by 25,000 at 8.5 million.

That is the mixed picture that emerged from the two surveys in the Bureau of Labor Statistics report.

Employment in the household survey dropped by 221,000 over the month, while the labor force declined by 196,000. Conversely, the establishment survey logged in a pickup of 456,000 payroll jobs, the largest monthly gain in six years.

BLS Commissioner Katharine Abraham said the significant upturn in payrolls was partially a rebound from the slow pace of hiring caused by severe weather earlier in the year.

But most of the payroll gains came in the lower-paying service-producing industries, which added 375,000 workers, while goods-producing industries added 83,000 workers.

Labor Secretary Robert B. Reich noted that slow earnings growth is a trouble spot in the nation's expanding economy. He cited a Census Bureau report showing that 18 percent of full-time workers do not earn enough to keep a family of four out of poverty.

"We are seeing a widening gap between people at the top and people at the bottom," Reich said. "The gap is largely because people who have skills are rewarded in this economy. . . .On the other hand, if you don't have skills in this economy, technology is increasingly replacing you or making you less and less valuable."

For that reason, Reich said the Clinton administration will continue to push forward on the issue of skills, education and training.

BLS said the number of workers employed part time for economic reasons rose by 350,000 to 5 million in March. Most of these "partially employed" workers cannot find full-time work or their hours are limited because of slack work schedules.

AFL-CIO chief economist Rudy Oswald noted that 15.3 million workers were trapped in total or partial unemployment in March. That number includes the 8.5 million officially jobless, 5 million on involuntary part-time work and another 1.8 million who previously were unable to find jobs.

The average duration of unemployment rose from 18.7 weeks in February to 19.2 weeks in March as the number of workers unemployed 27 weeks and longer rose by 103,000 to 1.8 million.

Services led the pace in payroll gains with the addition of 223,000 jobs in March, while retail trade and construction each added 74,000 jobs. Government payrolls rose by 34,000 and manufacturing increased by just 12,000.

Although manufacturing has added 88,000 jobs over the last six months, factory payrolls have dropped 1.4 million since June 1990. During that same period, the lower-paying services industry has increased its payrolls by 3 million.

BLS data showed that weekly earnings in March for workers on private, non-farm payrolls averaged $380. By key sectors: mining, $655; construction, $551; manufacturing, $503; transportation and utilities, $551; services, $358; and retail trade, $212.

Unemployment rates in some key sectors were 13.5 percent in construction; 6.1 percent in manufacturing; 5.5 percent in mining; 7.9 percent in wholesale and retail trades; and 6.5 percent in services.

Jobless rates in six major states exceeded the national average; California, 8.6 percent; New York, 8.1 percent; New Jersey, 7.9 percent; Texas, 7.4 percent; Florida, 7.3 percent; and Pennsylvania, 6.8 percent. Michigan's jobless rate dropped from 7.9 percent in February to 6.5 percent in March.

DATA

Changing Employment

Higher-paying jobs disappear

June '90 - March '94



Payrolls expanded by 450,000 in March with most of the gains coming in the lower-paying services sector, including the addition of 350,000 part-time workers who could not get full-time jobs. Since June 1990 — prior to the start of the Bush recession — the economy has added some 3 million service jobs while losing 1.4 million factory jobs. During that period, 444,000 construction jobs were lost, while 433,000 jobs were added in the lower-paying wholesale and retail trades.

Unemployment rate	
March	6.5 percent
Jobless workers	8.5 million
Consumer price index	
March CPI-W	+0.3 percent
Real weekly wages	
March	+0.9 percent
Leading indicators	
February	-0.1 percent
Construction spending	
February	-1 percent

AFL-CIO NEWSGRAFIC

Workers regain some lost buying power

Workers recovered a portion of the purchasing power they lost in February as real weekly earnings rose 0.9 percent in March, the Bureau of Labor Statistics reported. Real pay dropped 1.5 percent in February.

BLS attributed the March gain to a 1.2 percent increase in hours worked and a 0.1 percent rise in average hourly pay, which were partially offset by a 0.3 percent bump in the consumer price index for urban wage earners (CPI-W).

Before adjustment for price increases, BLS said, average weekly earnings rose 3.6 percent between March 1993 and 1994 for production and non-supervisory workers in private industries. During that period, hourly pay rose 2.4 percent and weekly hours increased 1.2 percent. But the 2.3 percent increase in the CPI-W over the past 12 months trimmed the gain in real weekly wages to 1.3 percent.

Workers did not fare that well in the longer term, said AFL-CIO economist Anne Draper, noting real weekly wages fell 12.6 percent after adjustment for inflation from 1979 through the end of 1993. That translates into a purchasing power loss of nearly $54 a week, she pointed out.

In current dollars, weekly wages averaged $380.12 in March before seasonal adjustment and deflation by the CPI-W, the BLS data showed.

In two key components of the index, food prices edged up 0.3 percent after declining 0.4 percent in February and energy costs rose 0.5 percent after a 1.6 percent surge a month earlier.

While heating oil prices dropped 0.3 percent and gas pump prices dipped 0.1 percent, electric and gas utility costs jumped 0.8 percent in March.

Medical care costs continued to increase at a moderate pace for the past several months, rising 0.3 percent in March, but they were up 4.8 percent over the year — the highest of any major component in the index.

Sticker prices on new cars and trucks rose 0.5 percent in March and were up 3.8 percent over the year. Used car prices edged down 0.1 percent, but were up 5.6 percent over the year.

Public transport fares continued to rise sharply, climbing 1.8 percent over the month and surging 7.8 percent since March 1993.

Clothing prices edged up 0. 2 percent last month, but were 0.1 percent below the year-ago level.

In other economic reports, the Commerce Department said retail sales rose 0.4 percent in March after climbing 1.6 percent in February. Sales were up 7.2 percent in the first quarter of 1994 from a year-ago.

The index of leading indicators, the government's main economic forecasting gauge, slipped 0.1 percent in February as severe weather cut deeply into the workweek. Spending on new construction also fell in February by 1 percent to a seasonally adjusted annual rate of $489 billion, the Commerce Department said.

— John R. Oravec

Pay raises narrow for public employees

Major contract settlements covering some 700,000 state and local government employees negotiated during the last half of 1993 averaged wages increases of 1.2 percent in the first year and 1.9 percent annually over the term.

The Bureau of Labor Statistics said the pay gains were generally lower than in the contracts that were replaced, following a downward pattern over the last five years.

The earlier agreements, negotiated either in 1991 or 1992, provided wage gains averaging 2.4 percent in the first year.

President Al Bilik of the AFL-CIO Public Employee Department said, "Workers in both the public and private sectors are being shortchanged. We are seeing layoffs, part-time work, contracting-out to non-union employers and stagnant wages for the American worker."

While public services are starved, Bilik said, giant corporations and stockholders are reaping the benefits of a hefty 11.4 percent surge in profits.

During all of 1993, union public employee agreements averaged wage improvements of 2.1 percent a year, compared with 3 percent gains in the earlier pacts.

The report was made on 155 contracts, each covering 1,000 or more workers. The settlements had a average duration of 26 months, compared with 22 months for the contracts they replaced.

BLS said 67 percent, or 1.1 million, of the public employees covered by the 1993 settlements work for local governments. Their wage increases averaged 1.9 percent annually over the contract term, compared with gains of 2.5 percent for state government workers.

Cash lump-sum payments and cost-of-living adjustments are not included in data on wage-rate changes, BLS noted.

Settlements in education — primarily for teachers but also for administrators and services employees — covered 739,000 workers in 1993 providing annual pay increases averaging 1.9 percent.

Nearly 700,000 state and local government workers are under 184 major agreements that expire or are scheduled to reopen in the first half of 1994, BLS said. Another 627,000 public employees are under 220 major agreements that had expired or were reopened last year, but were not renegotiated or ratified by the end of the year.

In the first half of 1994, some 575,000 workers are due wage increases averaging 3.9 percent under agreements negotiated earlier. None of the contracts call for wage reductions and about 20,000 workers are scheduled COLA reviews.

New OPEIU president sets organizing course

The Office and Professional Employees are gearing up to the task of organizing more white-collar workers in the changing workplace, said Michael Goodwin as he took the reins of the union.

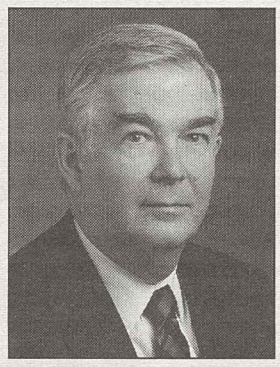
Goodwin, a vice president of the OPEIU since 1979, was elected president of the 130,000-member union following the death of the John Kelly last month.

White-collar and professional employees ''need to know that the OPEIU is here to help them — to empower them to participate in workplace decisions through collective bargaining,'' Goodwin said.

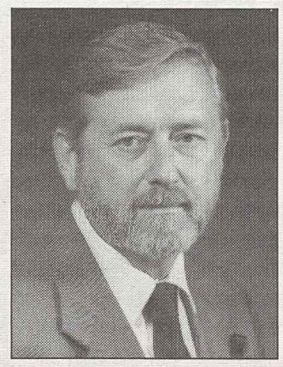
Unions are confronted with changing workplace technologies that threaten to dump many employees into low-skilled slots, Goodwin noted. He said further challenges come from the growing part-time workforce, use of replacement workers to break strikes and less health care for more money.

''The OPEIU and the labor movement must develop creative responses to these complex problems,'' he stressed.

Goodwin, 51, was elected by the union's executive board for the president's term that runs until the OPEIU convention in June 1995. He joined the union staff in 1967 as an organizer and has served as secretary-treasurer of OPEIU Local 153, with 20,000 members in New York, New Jersey and Connecticut.



Kelly



Goodwin

The OPEIU has nearly 100,000 members in the United States and another 30,000 members in Canada and Puerto Rico, representing professional, technical and clerical workers in the private and public sectors.

In a special tribute to the union's late president, Goodwin and the OPEIU's quarterly newspaper ''White Collar'' commended Kelly's lifetime of dedication to the growth of the union.

Kelly began his union career as an organizer with the Retail Clerks in the mid-1940s before joining the OPEIU staff after serving in the Korean War.

Kelly was elected president of the OPEIU in 1979. ''Under his direction,'' the newspaper noted, ''the union's membership climbed to 130,000. He continually stressed the need for bringing the benefits of collective bargaining to unorganized working people.''

In a message to his family, AFL-CIO President Lane Kirkland and Secretary-Treasurer Thomas R. Donahue said Kelly's efforts enhanced the lives of hundreds of thousands of workers.

''Throughout his career, John earned the respect and admiration of those privileged to work with him for his lifelong dedication to the principles of the labor movement and his deep personal commitment to the well-being of the members of his and their families,'' Kirkland and Donahue said.

''His skill and in demonstrating the values and advantages of a strong, vital, democratic union to office and professional workers has been invaluable to the labor movement,'' Kirkland and Donahue said.

NEWSMAKERS

National Labor Relations Board Chairman **William B. Gould**, at an official swearing-in ceremony April 11, announced the formation of an advisory panel of 50 union and management attorneys to provide information to the board on a variety of procedural issues. AFL-CIO General Counsel **Laurence Gold** and a number of chief attorneys at AFL-CIO affiliates were appointed to the voluntary panel. Numerous labor officials attended the ceremony, including AFL-CIO President **Lane Kirkland**.

Lynn H. Meyers has been appointed executive director of the Human Resources Development Institute, the employment and training arm of the AFL-CIO. Meyers has been with HRDI almost since its inception, joining as an associate representative in 1970. Previously, he served as assistant business agent for Electronic Workers Local 320 in Liverpool, N.Y.

William L. Scheri was chosen by the Machinists executive board to succeed IAM Vice President **John F. Peterpaul,** who announced his retirement as the union's chief airline negotiator. Scheri currently serves as IAM airline coordinator, a post he has held since 1980.

Virginia R. Diamond, former assistant director of the AFL-CIO Department of Organization and Field Services, was appointed March 11 by the Virginia General Assembly to be a state Workers' Compensation Commissioner. Diamond will serve a six-year term as the employee representative on the three-member commission.

AWARDS

Robert Forbes, former executive assistant to the president of the Metropolitan Detroit AFL-CIO, will receive the American Red Cross Samuel Gompers Award, presented annually to honor voluntary service by a union or union member.

UAW community services director **Thomas Snover**, in a letter nominating the 20-year Red Cross volunteer, called Forbes ''one of the top leaders in our community.''



Amelia Cadena, 60, carries a cross in the Farm Workers' 330-mile pilgrimage across California's fields to the state capitol. The march, in honor of the UFW's late president Cesar Chavez, is a call to organize farm workers throughout the state.

AFL-CIO President **Lane Kirkland** will receive the International Maritime Hall of Fame Award May 4 at a ceremony at the White Hall Club on Ellis Island. Kirkland is a member of the Masters, Mates and Pilots affiliate of the Longshoremen. The award is sponsored by the Maritime Association of the Port of New York-New Jersey.

RESOURCES

CONFERENCES

The **A. Philip Randolph Institute National Education Conference** will be held June 9-11 at the Fairmont Hotel, 123 Baronne St., New Orleans, La. Call APRI at 202/289-2774.

The Southwest Labor Studies Association is sponsoring a conference on **Race, Ethnicity and the American Labor Movement** April 29-30 at the University of California, Santa Cruz. Call David Brundage at 408/459-4645.

PUBLICATIONS

The following AFL-CIO publications on health care reform are available: **Summary of the Health Security Act, Health Security Act Section-by-Section Analysis, Alternative Health Plans Pose a Threat to Existing Health Benefits, A Chance at Real Reform, Tell Congress: Reform Health Care Now** and **Health Care Reform Training Program Materials.** Single copies are free. Contact the AFL-CIO Reproductions and Mailings Division, 815 16th St. N.W., Washington, D.C. 20006.

The following publications are available from the AFL-CIO Task Force on Trade, 815 16th St. N.W., Washington, D.C. 20006: **The North American Free Trade Agreement: Low Wages Matter, The North American Free Trade Agreement: How U.S. Taxpayers Subsidize the Transfer of Jobs to Mexico, A Trade Union Perspective on Trade and Investment in North America** and **Statement of the Labor Advisory Committee on the Uruguay Round of Multilateral Trade Negotiations.**

The following publications are available from the AFL-CIO Economic Research Department, 815 16th St. N.W., Washington, D.C. 20006: **Ending Foreign Tax Loopholes: An Issue of Jobs and Tax Fairness** and **We Need More Jobs. More Good Jobs.**

VIDEO

Ready, Aim...Retire, the video and guidebook by Campbell Brown, is now available to union members at a reduced rate. For information on cost and bulk rates, call 800/496-PLAN.

COURTS

Plant relocation reviewed

In a case with major implications for workers, the U.S. Supreme Court will decide when bargaining is required over plant relocations.

The National Labor Relations Board ruled in 1987 that Dubuque Packing Co. violated labor laws by moving its slaughter operations from Dubuque, Iowa, to Rochelle, Ill., without bargaining with the Food and Commercial Workers local. Some 530 jobs were lost when the plant moved in 1981. The company ultimately closed and sold both facilities in 1982.

After the NLRB ruling was overturned by a federal appeals court, the board established a test that requires an employer to bargain over relocations unless it can show that labor costs were irrelevant to the decision or that relocation would not have been affected by any union offer of cost concessions.

Philly bias suit settled

AFSCME and the City of Philadelphia agreed to settle a nine-year suit in which the city was accused of discriminating against employees in traditionally female jobs.

Pending approval of U.S. District Judge Thomas N. O'Neill, the agreement calls for the city to take steps that will keep women from getting stuck in entry-level clerical positions and allow them to train for better-paying positions in male-dominated job classifications.

The suit was filed in 1985 by 10 female city workers and was joined by AFSCME District Councils 33 and 47. The agreement is expected to be worth about $500,000 a year in job upgrades and training.

Smoking ban talks backed

A school district's absolute smoking ban for its bus drivers that extended to times no students were on the bus must be bargained collectively, New York state's highest court ruled.

The state Court of Appeals ruled that the Newark Valley Central School District must negotiate with drivers over the ban. Although acknowledging that secondhand smoke ''unquestionably poses health hazards,'' Chief Judge Judith Kaye wrote that the extent of risk posed by residual smoke on buses, ''if indeed any is present,'' is unresolved. No state laws prevent the issue from being bargained, the judge said.

Rest break law struck

A federal appeals court struck down Oregon's law excluding unionized workers from minimum rest breaks mandated for other employees.

The U.S. Court of Appeals for the 9th Circuit said the law discriminates against union members and burdens the collective bargaining process and therefore is pre-empted by the National Labor Relations Act.

The Oregon law requires every employer to give employees rest periods of at least 10 minutes every four hours, but specifically exempts workers covered by collective bargaining agreements.

Kirkland: Enforce law, don't favor China in trade

By Michael Byrne

The United States should enforce its own laws and deny China most-favored-nation trading privileges, AFL-CIO President Lane Kirkland said.

China has "in no way met the most minimum criteria for being granted MFN, and those criteria are spelled out in American law — in Section 301 of the Omnibus Trade Act and in almost every other piece of legislation that relates to trade. And we think they should be enforced."

Besides jailing and harassing worker and human rights activists, China continues to employ forced labor for export products and is selling goods, including weapons, in the United States through front companies controlled by its People's Liberation Army, AFL-CIO investigations have shown.

The Clinton administration last year conditioned the extension of MFN privileges on China's progress on human rights. Clinton, who has until June 3 to decide the issue, has been besieged by the U.S. business trade lobby to continue the special trade status.

Kirkland, speaking with reporters in a wide-ranging roundtable on trade and related issues, debunked the argument put forward by the business trade lobby that denying MFN status will cost jobs in the United States.

"I do not believe that American companies operating in China give a tinker's damn about jobs in the United States," he said. "Any representations they make about their deep and dying concern for American jobs ought to be taken with a ton of salt."

Nor do these "free traders" care about any growing China market, Kirkland said, but rather "they're aiming at the American marketplace — with the products of cheap labor."

The issue is not jobs, Kirkland said, but "how human beings — our brothers and sisters in China who work for a living — are treated. There can be no enhancement of the conditions of workers in any part of the world when workers in another part of the world are abused and mistreated."

Describing American corporate enterprise as "the soft underbelly of freedom," Kirkland accused U.S. corporations of "serving the interests of the dictators and totalitarian government in China" by lobbying for the continuation of MFN.

Beyond China, these multinational corporations not only go along with the policies of repressive regimes, but actually "evoke discipline against those regimes that might feel inclined to give some consideration to their workers," Kirkland said.



Steve Yarmola/AFL-CIO News

AFL-CIO President Lane Kirkland discusses China and other world trade matters with reporters.

He cited the case of Malaysia, where a number of U.S.-based electronics firms operated in an export processing zone on the condition that the government would prohibit the organization of workers into trade unions in those so-called "free trade zones."

When the AFL-CIO raised the issue under the Generalized System of Preferences, the Malaysian government sought to change the conditions in the agreements, but the U.S. businesses threatened to close the plants and move. Malaysia then reneged "and continues to this day to bar those people (from free association)."

The disregard U.S. companies show for workers is exemplified, Kirkland said, in the tragic fires in factories in Thailand and in China, where hundreds of workers died in locked plants. The workers were making toys for export to the U.S. market.

"When those firms were questioned and challenged on their indifference to the conditions under which they were made, they said, 'Well, you can't expect us to really monitor those things. We have nothing to do with it.' But they have people there to make sure that those goods meet specifications for the American market," Kirkland said.

Kirkland introduced Jeff Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department, to provide details. Fiedler noted that the Chinese operate most production in China "with U.S. business not risking its capital to establish plants." Companies like Nike and Toys 'R' Us buy products from joint venture companies and Chinese companies producing American brand-name goods.

Fiedler described the conditions in several plants he visited in China, including factories manufacturing shoes for Wal-Mart, America's largest retailer that trumpets a "Buy American" campaign.

"There were any number of shoe factories with overcrowded conditions, materials blocking exits, people putting hands in their machines, extraordinary hours, terrible dormitories and living conditions," Fiedler said, pointing out that many workers live in the plant compounds.

Fiedler also told reporters of the ease with which rifles made by the Chinese army can be purchased at a subsidiary of K-mart in the Washington suburbs.

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UNION YES

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AFL-CIO NEWS

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HAPPY ANNIVERSARIES

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FRONTLASH

Showdown vote on Workplace Fairness nears

By Mike Hall

As the Senate prepares to take up the Workplace Fairness bill this month, union members turned up the heat on several reluctant senators whose votes are crucial to snuff a sure GOP filibuster against the ban on ''permanently replacing'' strikers.

The growing grass-roots action in key states is aimed at finding the 60 votes needed for cloture, killing the filibuster and allowing a vote on the measure, S. 55.

The vote tentatively has been scheduled for the third week in May, but the Senate could act earlier. The House already has overwhelmingly passed its version of the bill, H.R. 5, and President Clinton has promised to sign the measure into law.

White House officials say the administration is working hard to help gain the votes needed to overcome the filibuster. Labor Secretary Robert B. Reich and senior Clinton adviser George Stephanopoulos told union legislative conferences the administration is actively pursuing the issue, seeking the several votes still needed.

''Right now we don't have the votes in the Senate,'' Stephanopoulos said. ''But we believe that if we fight, if we work together, we can bring the votes together, we can win this bill and President Clinton will sign it before the end of the year.''

Seven senators hold the key to winning cloture — Arkansas Democrats Dale Bumpers and David Pryor, David Durenberger (R-Minn.), Sam Nunn (D-Ga.), William Cohen (R-Maine), John Chafee (R-R.I.) and Jim Jeffords (R-Vt.).

Union members, along with civil rights, religious and family organizations, have sought their support for cloture, if not for passage of the bill, with rallies, letter-writing campaigns, telephone calls, telegrams and media activity.

While the grass-roots activity has been aimed at the seven senators, not all are needed to overcome cloture, AFL-CIO President Lane Kirkland told reporters April 13.

''Our count, best estimate. . .is that we are three or four votes short of 60, but that does not mean 60 is not doable,'' he said. ''There are members of the Senate who will not really give us a flat answer until the vote is upon them. There is only one way to find out and that is to have the vote.''

Continued on Page 3



Raymond Crowell/ Page One Photography

Hillary Rodham Clinton, with Building and Construction Trades Department President Robert A. Georgine, displays a Health Security card at the BCTD legislative conference. The first lady also addressed the Communications Workers legislative conference, and President Clinton joined CWA President Morton Bahr in a health care reform rally at an Ameritech plant in Milwaukee. **See stories, Pages 2-3.**

National tribute to work victims bolsters reform

Workers Memorial Day fervor hits Capitol Hill

By Candice Johnson

The power of Workers Memorial Day was concentrated this year in the nation's capital, as injured workers and the family members of those killed on the job came from across the country to give personal testimony of workplace dangers.

In a crowded memorial service at AFL-CIO headquarters, union members paid tribute to the millions of workers killed or injured on the job and pledged to keep up the fight for the living.

Earlier, the group of 60 workers and family members met with Labor Secretary Robert B. Reich for a ''town meeting,'' talking about their experiences and concerns and focusing on the need for reform of the nation's job safety law.

Those concerns later were expressed in personal lobbying with individual members of Congress.

Participants came from 24 states and represented a diverse group of occupations and industries. There were state employees suffering with carpal tunnel syndrome, a utility worker recovering from near electrocution, the son of a foundry worker who died from a lung disease, the daughter of a public employee who died in a trench collapse.

President Clinton sent his greetings to the group and repeated his commitment to making workplaces safe. In a letter to AFL-CIO President Lane Kirkland, Clinton stressed that ''far too many workers die on the job in the United States.'' Progress has been made, but ''the tremendous social, financial and emotional impacts of workplace fatalities, injuries and illnesses are simply unacceptable,'' he wrote.

Workers and family members were welcomed to the AFL-CIO by Peg Seminario, AFL-CIO safety and health director, who noted how the federation five years ago designated April 28 as Workers Memorial Day ''to call public attention to the extent of workplace injuries and illnesses and to recommit ourselves to preventing these tragedies in the future.''

Seminario pointed to a spate of recent fatal workplace accidents including one two days before, when 35-year-old Linda Bowen, a single mother with a 10-year-old son, was killed when she was caught

Continued on Page 4

IBT preserves jobs in tentative pact

By John R. Oravec and Greg Kenefick

After nearly four weeks on the picket lines, the Teamsters reached tentative agreement on a four-year national freight contract with Trucking Management Inc.

The accord to end the nationwide trucking strike covers more than 70,000 drivers and dock workers and provides job security, pay raises and improved benefits.

In announcing the tentative agreement April 28, IBT President Ron Carey said the union defeated the final company ''take-it-or-leave-it'' demands to use part-time workers who would be paid $9 an hour.

''We won on the key issue by not letting them change good full-time jobs to low-wage part-time jobs,'' Carey said. ''We stood up for the American Dream.

''Our members said job security was the main issue, and because they stood up for their future, good American jobs will be far more secure than if we had accepted the companies' final offer on March 31,'' he said.

After months of fruitless negotiations, IBT members struck the 22 trucking companies that make up the TMI compact on April 6.

During the second week of the strike, union and management negotiators accepted Labor Secretary Robert B. Reich's offer to resume talks under the auspices of the Federal Mediation and Conciliation Service.

With the agreement, the union said its members won the largest employer contributions ever for freight worker pensions and health care coverage —

Continued on page 8

Clintons step up drive for health care reform

By Colleen M. O'Neill

President and Mrs. Clinton took the administration's case for Health Security to union audiences and the AFL-CIO underscored labor's support for health care reform in congressional testimony and grass-roots activity.

President Clinton was joined by Communications Workers President Morton Bahr in an April 18 address at Ameritech Corp. in Milwaukee, with a hook-up via satellite to 42 other sites, including the union's legislative conference in Washington.

Bahr applauded Ameritech and its chief executive officer, Richard C. Notebaert, for taking an aggressive pro-reform stance, including backing the employer mandate aspect of Clinton's Health Security package that would require employers to pay toward the cost of their workers' health insurance benefits.

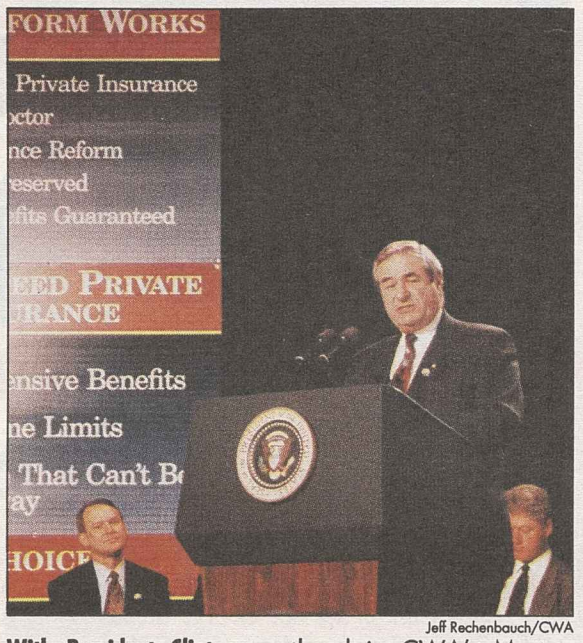
The CWA leader also said that union members have paid for their health care by forgoing wages, and that one-fourth of current health care expenses are attributable to cost-shifting from other employers who don't provide coverage.

Clinton noted that "there are a lot of small businesses in America who are providing health insurance to their employees today, and they are at an unfair competitive disadvantage to those who don't."

Clinton's Health Security Act, in addition to requiring all employers to pay their own way, would cap the expected contribution of small employers according to their size and wage base, as well as offer subsidies to some.

Hillary Rodham Clinton also stumped for health care reform at the CWA and AFL-CIO Building and Construction Trades Department legislative conferences.

AFL-CIO President Lane Kirkland told the BCTD conference that working families would pay the price through cost-shifting under alternatives to the Clinton plan, which are "really nothing more than what to do instead of health reform." He said labor would oppose "any plan that does not require every employer to contribute substantially to the cost of covering their own workers."



Jeff Rechenbauch/CWA

With President Clinton on the dais, CWA's Morton Bahr commends Ameritech's support for reform.

Meanwhile, three labor representatives testified April 20 on Capitol Hill in favor of integrating the medical portion of workers' compensation in a reformed health care system, as the Health Security Act would do.

One advantage to such an integration, said Missouri AFL-CIO President Daniel J. "Duke" McVey, is that "in a managed care situation, a relationship has already been established by the different parties — employer, employee and medical plan. Both the employer and employee have been involved in making the choice of who the health care provider will be."

The AFL-CIO's James N. Ellenberger, assistant job safety director, cautioned that any integration should preserve the unique characteristics of workers' compensation — full employer liability for medical treatment for work-related conditions; employee choice of health provider with no limitations on appropriate medical treatment; and continuation and improvement in the collection and reporting of data about medical treatment for work conditions and the use of that information for prevention.

Also appearing before the subcommittee was Knut Ringen, director of BCTD's Center to Protect Workers' Rights.

Other testimony on health care was given by Service Employees Public Policy Director Peggy Connerton, who warned the Senate Finance Committee that any health benefits tax would hurt middle-income families.

"Even if the health benefits tax hits only employers, they will reduce their premium contributions to avoid the tax, in which case workers pay through higher premiums and higher out-of-pocket payments," Connerton said.

Meanwhile, Californians led by SEIU Health Care Workers Local 250 brought signatures from more than 1 million registered voters to voting registration offices throughout the state to get a single-payer initiative on the November ballot.

In Virginia, the Wise County Board of Supervisors sent a resolution showing overwhelming support for universal health care to Democratic Rep. Rick Boucher. He is considered a swing vote on the House Energy and Commerce Committee.

Unions explore options on health care benefit bargaining strategies

Pending health care reform makes negotiations ever more tricky this year — and organized labor is seeking to refine a strategy for bargaining in the current climate.

A meeting called April 27 by Gerald M. Shea of the Employee Benefits Department, John Zalusky of the Economic Research Department and David Cohen of the Education Department took up two central questions: how can union members prepare for negotiations and how can the importance of reform be conveyed so as to convince members to support it.

Several unions shared their experiences and materials. The AFT, which held a two-day conference in early April, found that, without reform, approximately $5,600 in potential wages and benefits would be lost to AFT members between 1992 and 2000 — swallowed up by health care premium cost increases.

The Clothing and Textile Workers have put together sample contract language for many situations, such as reopeners for early retiree health care, bargaining over implementation of national reform and recapturing employers' savings.

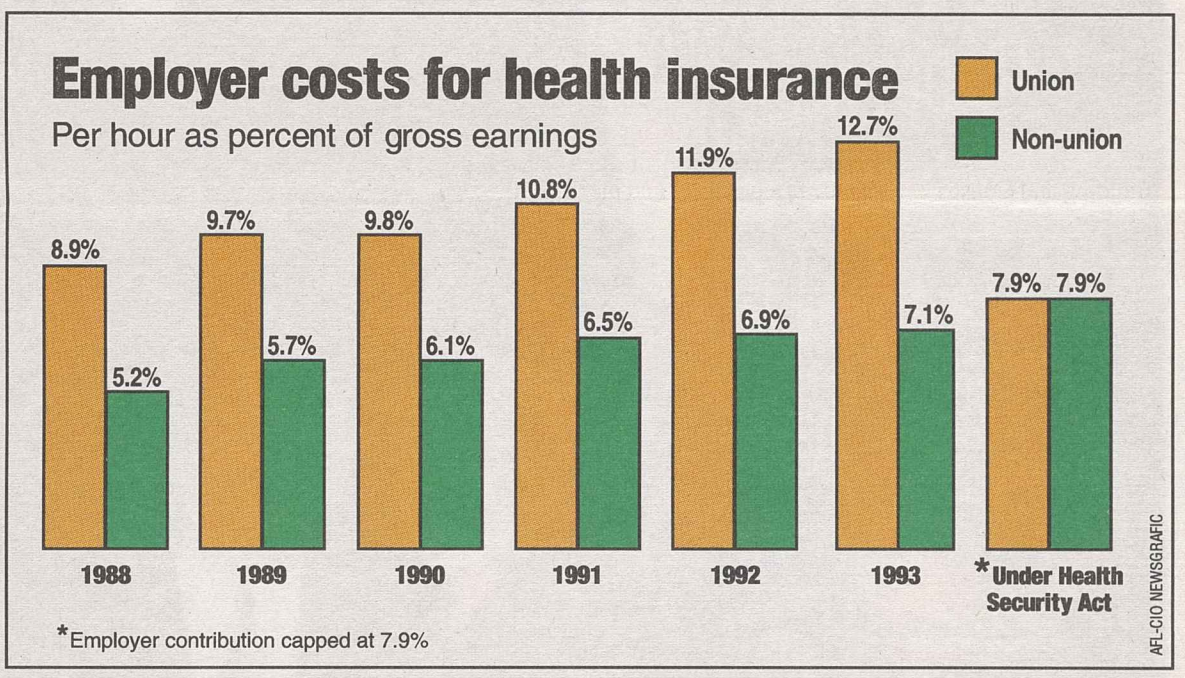
Much of the sample language and discussion has to do with recapturing the savings that would come to most union employers under President Clinton's Health Security Act. As introduced, the plan would cap health costs for covering workers under the employer mandate at a sliding scale of between 3.5 percent and 7.9 percent of payroll.

The average union employer currently spends 12.7 percent to cover workers, with non-union employers — including those who provide no coverage — averaging 7.1 percent of payroll.

The Service Employees have compiled a workbook for negotiators that refers to the importance of a "maintenance of effort" clause in all agreements. Such language would guarantee that even if the employer's costs decrease after reform is enacted, the employer would be required to pay the same amount of money toward employee benefits or wages.

The AFL-CIO continues to seek information on bargaining for health care. Contact David Cohen, AFL-CIO Department of Education, Room 407, 815 16th St. N.W., Washington, D.C., 20006.

— Colleen M. O'Neill



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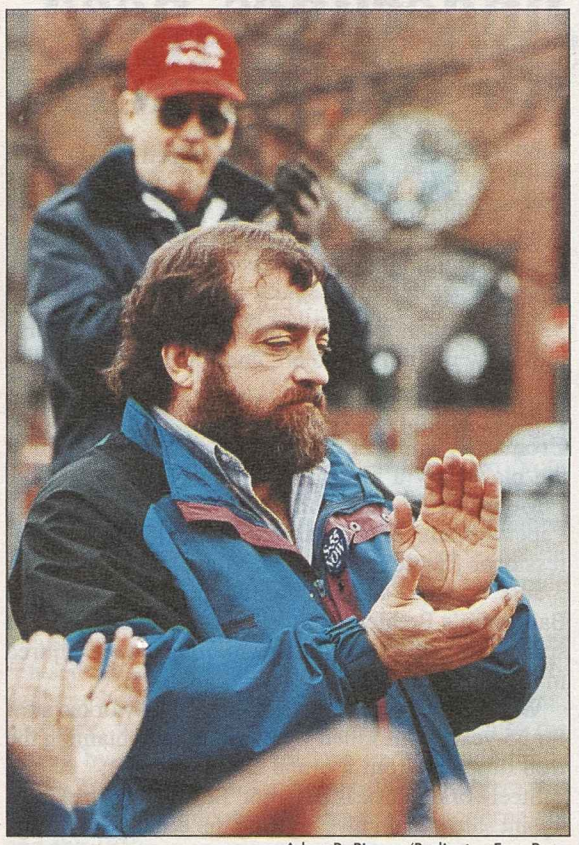
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Adam P. Riesner/Burlington Free Press

Workplace Fairness supporters in Burlington, Vt., urge Sen. Jim Jeffords to vote for cloture.

Labor rallies for S. 55 votes

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Senate Majority Leader George J. Mitchell (D-Maine) said he would consider the AFL-CIO request that any filibuster be conducted the old-fashioned way, with round-the-clock sessions, Kirkland said. ''It is not something he would like to do, but he would not dismiss it out of hand.''

The grass-roots offensive could be seen in President Clinton's home state of Arkansas, where more than 300 people, including religious and community leaders, rallied in Little Rock in early April. Bumpers and Pryor are receiving several hundred letters a day through the letter-writing campaign, union officials say.

The 300 delegates to the Arkansas Education Association convention signed an open letter to Bumpers and Pryor urging them to vote for cloture. The Religious Committee for Workplace Fairness has undertaken a statewide postcard campaign.

Bumpers has publicly questioned the use of the filibuster as recently as May 1993, when he told the Joint Committee on the Organization of Congress that ''the stalemating and the so-called gridlock is caused as much by the threat of the filibuster as it is by a filibuster itself.''

In Georgia, some 250 union members rallied outside Nunn's office after an AFL-CIO delegation met with the senator to seek his support for cloture. The Paperworkers rallied in Savannah April 27, and unionists marked the first anniversary of the American Signature strike, in which 300 Graphic Communications members were ''permanently replaced,'' in a rally April 29 in Atlanta.

Georgia unions have established phone banks to encourage members to call their two senators. The state's Workplace Fairness campaign also has forged an alliance with the Concerned Black Clergy and has met with student groups at several colleges and universities.

An April 18 rally in Burlington, Vt., called on Jeffords to support cloture and end gridlock. ''Is Sen. Jeffords going to be part of the political solution in Washington or part of the political problem?'' asked Vermont AFL-CIO President Ron Pickering. ''Governmental gridlock is something we can't tolerate in Vermont.''

''The only thing we are asking Sen. Jeffords is to vote for cloture so the bill can make it to the floor of the Senate,'' said Susan Underhill, president of the Burlington Education Association.

In Minnesota, major letter-writing and telephone campaigns are aimed at Durenberger. In Rhode Island union members have confronted Chafee at various meetings and events, reminding him of how important S. 55 is to labor. Newspaper ads also have been purchased to raise public perception of the issue.

BCTD, CWA push health care reform

Legislative conferees pan sidestepping by employers

By Candice Johnson

Health care reform was the rallying cry for union members attending legislative conferences of the Building and Construction Trades Department and the Communications Workers.

The message that came out of both those sessions — one that was carried to Capitol Hill in meetings with members of Congress — was that the employer mandate is a key element of true health care reform.

''Any plan that does not require every employer to contribute substantially to the cost of covering their own workers is no health care reform plan at all. And we won't support it,'' AFL-CIO President Lane Kirkland told 3,000 building trades delegates.

''Without the employer mandate, non-union competitors who deny health benefits to their workers will retain their cost advantage in the marketplace. And when their workers get sick, the cost of treating them will continue to be shifted to those employers who do provide health insurance,'' he said.

Kirkland warned that working people would fight hard against the campaign by some members of Congress to further shift health care costs to working people by eliminating any requirement that employers contribute to health care coverage, limiting the deduction employers now may take for providing insurance and by taxing health benefits as income.

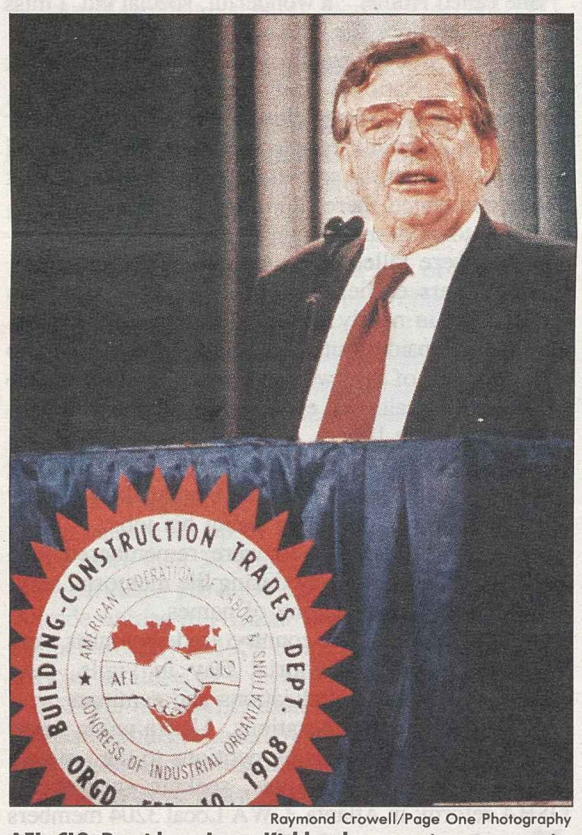
First Lady Hillary Rodham Clinton, appearing at both legislative conferences, was greeted with loud cheers as she outlined the administration's goal of real health care reform.

She scored the waste of the current system, stressing that ''we are spending billions of dollars to keep the paper hospital and the paper health care system going.''

Clinton outlined five principles that, if included as part of the final plan, will provide for ''an American solution to an American problem.'' These principles include guaranteed private insurance with health benefits that are good and include primary and preventive care; outlawing unfair, discriminatory insurance practices; guaranteeing choice of doctor and health plan; improving Medicare to include prescription drugs and long-term care options; and providing health care at the workplace.

The first lady thanked union members for their hard work and urged them to press forward in the fight for passage of the Health Security Act.

Appearing with President Clinton at a rally in Milwaukee, which was sent via satellite to the CWA legislative conference, CWA President Morton Bahr said, ''our task now is to mobilize the American people'' in the campaign for real health reform.



Raymond Crowell/Page One Photography

AFL-CIO President Lane Kirkland: "Working people will fight efforts by employers to shift costs."

Besides health care reform, the 700 CWA delegates called for a ban on secret electronic monitoring and a progressive telecommunications policy.

BCTD President Robert A. Georgine called health care reform ''the most important legislation for us and for every American.'' Building trades and other industries must maintain the integrity of the multi-employer plans while the debate over reform continues, he added.

Georgine criticized the growing trend in the construction industry that sees ''price and price alone'' as the key factor on projects. Non-union contractors can underbid their union competition ''because their bottom line doesn't include responsibilities like benefits, apprenticeship, training and investments in safety,'' he noted.

Many union contractors are being forced out of business, ''taking the future of our members with them,'' he warned.

On other legislative concerns, Georgine expressed some optimism that a Davis-Bacon reform measure could be enacted, along with protections for some state authority under the Employee Retirement Income Security Act — ERISA.

Delegates also heard from Labor Secretary Robert B. Reich and Commerce Secretary Ronald Brown.

CAPITOL DIGEST

House and Senate negotiators are stalemated over $26 billion in proposed budget cuts, holding up approval of the fiscal year 1995 budget resolution.

The proposed cuts, which are contained in the Senate-passed version of the resolution, would have the biggest impact in the defense industry, which already has been battered by massive layoffs during the past few years. Some domestic and foreign aid programs also would have to be slashed.

The resolution as submitted by Clinton and approved almost intact by the House is a blueprint for the fiscal year starting Oct. 1. It would hold next year's deficit to about $174 billion, the smallest since 1989, with no new taxes. Defense spending would be $271 billion, about $8 billion less than this year.

The conference is expected to wrap up its business in early May.

Elsewhere in Congress:

DAVIS-BACON — Two important prevailing wage laws, the Davis-Bacon and the Service Contract acts, were maintained in government procurement reform legislation reported by the Senate Governmental Affairs Committee. S. 1587, sponsored by Sen. John Glenn (D-Ohio), is part of the administration's effort to reinvent government.

The wage laws and other labor protections are expected to draw the fire of Republican lawmakers who have tried to limit or eliminate these laws over the years. The attack by Davis-Bacon opponents is expected to be stepped up when the bill reaches the Senate floor.

EDUCATION — The House and Senate ironed out their differences over legislation designed to prepare non-college bound students for careers. Both chambers approved the conference report on the School-to-Work Opportunities Act, which is backed by the AFL-CIO. President Clinton will sign the bill.

The legislation supports ''statewide school-to-work systems that include broad-based partnerships between labor, education, business and community organizations at the state and local levels,'' said AFL-CIO Legislative Director Robert M. McGlotten in a letter to the conferees.

MARITIME — The House Education and Labor Committee approved legislation (H.R. 1517) that would extend some U.S. labor and wage laws to foreign-flag ships operating out of U.S. ports and in U.S. waters. Most of those affected would be cruise ships carrying Third World crews paid abysmally low wages. Under the bill, those ships would be required to pay crew members the U.S. minimum wage and overtime, with crew members having a right to bargain collectively.



Bill Burke/Page One Photography

Labor Secretary Robert Reich talks with victims of workplace hazards during AFL-CIO "town meeting."

OSHA shortcomings spotlighted

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in machinery at the Wheeling-Pittsburgh steel plant in Yorkville, Ohio. Bowen is the daughter of Jim Bowen, director of Steelworkers District 23.

Also joining the memorial service were Sen. Edward M. Kennedy (D-Mass.) and Rep. William D. Ford (D-Mich.), chairmen of the Senate and House labor committees and principal sponsors of comprehensive OSHA reform.

Communications Workers President Morton Bahr, chair of the AFL-CIO committee on occupational safety and health, reminded the gathering of the terrible toll of death, injury and disease in the workplace.

''Each year, tens of thousands of workers continue to die from job-related injuries and illnesses and millions more are injured and made sick,'' he said.

''The tragedy is compounded by the fact that most of these injuries and illnesses didn't have to happen. They could have been prevented,'' he pointed out.

That's why the labor movement is pressing for reform of the OSHA law, ''to give workers a voice in safety and health on the job,'' Bahr said. ''We must make sure that no worker has to give up his or her life, limbs or health in order to earn a day's pay,'' he declared.

At the town meeting, Reich heard often tearful accounts of workers whose lives were forever changed by their injuries, or the deaths of a loved one.

Kathy Mitchell of Escondido, Calif., planned to enter the highway patrol academy, but now she uses a wheelchair after the cab of her truck was filled with concrete powder, permanently damaging her lungs.

Mitchell told Reich the government's job safety and workers' compensation programs must be improved to stop workplace dangers before they occur and to better help those who are injured.

''In all my years driving a truck, I never attended one safety meeting,'' she told the secretary. ''At my accident, no one knew what to do. They should know what to do.''

Reich pledged that the Labor Department will do more to enforce job safey laws and repeated the Clinton administration's commitment to preventing workplace tragedies and making certain that employers act responsibly.

''Workers and managers working together to prevent problems before they occur, that's the only way we will have save workplaces,'' he said.

During the memorial service, Diann Clodfelter shared memories of her brother, Homer Dwayne Stull.

She called Homer ''a wonderful, special kid. I miss him, and so does the rest of my family.''

Stull was killed at age 20 while on the second week of his job at National Beef Packing Co. in Kansas.

One of his jobs was to clear off a metal screen near a 300-foot-high tank used to store blood. He climbed to the top to clear the screen of the hide and bone that had accumulated there, and immediately was overcome by toxic gases remaining in the tank. Two coworkers were killed while trying to save him.

Eight years earlier, in 1983, two other workers were killed in nearly identical circumstances.

Etta Dunn paid tribute to her husband Darnell, who was president of Steelworkers Local 8394 and active in safety and health and environmental issues throughout his working life.

But those efforts couldn't save him from being crushed by a damaged railroad boxcar door in July 1992. He was killed while doing his job.

Those killed on the job were remembered in a candle-lighting ceremony during the memorial service, followed by a reading of names.

Elsewhere around the country, trade unionists were marking Workers Memorial Day in vigils, tree-plantings, memorial dedications and seminars.

Among the commemorations, Alaska union members gathered signatures on petitions to their state's senators and representatives, seeking support for OSHA reform; in Atlanta, CWA Local 3204 members observed a moment of silence at noon; and United Garment Workers in Bedford, Ind., rang a bell every hour during the day at M. Fines & Sons to remember those killed and injured on the job.

Grim 6-day toll underlines need for OSHA reform

By Colleen M. O'Neill

Eight workers were killed in a six-day period, a spate of on-the-job fatalities that serves as a grim reminder of the need to reform the Occupational Safety and Health Act.

Three workers died April 13 in Florida when a 50-foot pressure cooker at the Stone Container Corp. mill blew up, burying them under wood chips. Four others were injured.

Ricky Gore, 34, Lance LeCroy, 24, and Robert Cromartie, late 40s, were killed. Gore had been at the plant only a month.

Members of four unions worked in the mill — Paperworkers, Electrical Workers, Office and Professional Employees and Machinists.

Just a week later, a Steelworker was killed at Baltimore's Bethlehem Steel plant when molten iron spilled on him. Several other workers were injured in the mishap.

Wayne G. Thompson Sr., 55, who had worked steel for 35 years, was killed when the ladle containing the iron dropped from a crane transporting it.

Steelworkers Local 2610 and Bethlehem Steel have a joint safety team investigating the accident. Thompson was the 99th USWA member killed at the Sparrows Point facility since 1951; his name is to be added to a monument at the USWA hall in Dundalk, Md.

The day Thompson died, four fatalities were recorded at a steel plant in Middletown, Ohio, when an explosion killed contract maintenance workers cleaning a 70-foot ammonia tank.

That blast occured six months after a maintenance worker was fatally crushed at the AK Steel Corp. plant; three additional fatalities were recorded there in 1989 and 1981.

Killed were James Prater Jr., 45; David Reekers, 36; Lonnie Stephens, 29; and David Kort, 30. Three of the workers were inside the tank, while the fourth was 10 feet above supervising the operation.

The onslaught of accidents is merely a continuation of a disturbing trend, three recently released government studies show.

The Centers for Disease Control and Prevention looked at patterns of on-the-job deaths and injuries in all states, and found an average of 17 workers a day died during the 1980s.

Of the 63,589 reported deaths from occupational injuries, 23 percent were from motor vehicle accidents, with machine-related injuries causing 14 percent of the deaths and homicide causing 12 percent.

A separate study by the National Institute of Occupational Safety and Health showed that more than 64,000 teenagers needed emergency room treatment for workplace injuries in 1992 alone.

Authorities said the study in fact probably underestimated the problem.

In addition, another NIOSH report showed that 670 16- and 17-year-olds died from workplace injuries from 1980 to 1989, mostly in motor vehicle accidents — even though federal child labor laws prohibit most minors from driving on the job.

''Dying on the job shouldn't be considered part of doing business,'' said NIOSH Director Dr. Linda Rosenstock, who worked on the CDC study.

Teamsters rap OSHA retreat for UPS

A $3 million settlement between United Parcel Service and the government over safety violations doesn't go far enough, the Teamsters say.

''UPS is a repeat offender that threatens the health and safety of its workers and their communities,'' said IBT General President Ron Carey.

''The people in the best position to monitor the company's unsafe practices are the workers and their union representatives,'' he said. ''Yet this settlement permits the company itself to determine how workers will be involved.''

The Occupational Safety and Health Administration fined UPS $3 million for violations of the law regarding hazardous materials. The settlement comes after a 1992 decision in which OSHA fined the company $50,000 and ordered it to improve worker protections through improved training, equipment and reporting procedures on a companywide basis.

The agency said UPS had failed to comply with that directive.

IBT had asked Secretary of Labor Robert B. Reich in a March 23 letter to place two conditions on the settlement: that UPS be required to recognize IBT representatives as the official employee representatives on workplace safety and health committees, and that OSHA would require four UPS Teamsters, chosen by the union, be designated to monitor and verify on company time UPS's compliance with OSHA law.

The settlement does not include either of those provisions.

''This is a company that has proven it can't be trusted to put health and safety before profits,'' Carey said. ''That's why we're particularly disappointed that the Labor Department did not insist on real employee involvement.''

Pending OSHA reform legislation (H.R. 1280 and S. 575) would give workers a voice in their own safety through the establishment of joint safety and health committees in workplaces of more than 10 workers. Such committees would then monitor conditions and suggest job safety improvements.

Tire plant fined $7.5 million

The U.S. Department of Labor announced a $7.49 million fine against Bridgestone/Firestone Inc. in the death of a worker at the company's Oklahoma City, Okla., Dayton Tire plant.

Maintenance worker Robert Julian was crushed to death Oct. 19, 1993, when the tire assembly he was servicing accidentally turned on. Since then, one worker suffered a mangled arm and another a broken wrist when machinery thought to be locked out/tagged out — or disconnected from its power source and thus unable to operate — started running unexpectedly.

Secretary of Labor Robert B. Reich personally delivered the citations, saying the company has continued to ignore federal job safety laws in "a flagrant failure of corporate responsibility."

The Labor Deparment also asked the federal district court in Oklahoma City to issue an injunction ordering the company to adhere to tighter standards to protect the 98 workers in the plant.

The company responded with a one-day shutdown of the plant and said it plans to appeal.

Labor continues mission in South African vote

By James B. Parks
Johannesburg

Some 120 trade unionists from across the United States fanned out over South Africa to help ensure the fairness of that nation's first non-racial elections.

Nelson Mandela, who emerged from 27 years of political imprisonment to lead the African National Congress, was expected to be elected the new president of South Africa, with the vote count scheduled for April 29-30.

The combination of a complicated balloting procedure, inexperienced voters and voting officials, and often violent opposition to the scheduled vote presented major obstacles to a fair election. Some white agricultural employers collected identification papers from African workers and would not give them back until after the election, South African trade unionists reported.

Another problem arose when some employers refused to pay workers on April 27, a nationally declared holiday. The major obstacle to the elections, however, was the staunch, violent opposition to the voting by the Inkatha Freedom Party, made up of ethnic Zulus and white Afrikkaners. That problem was settled by a last-minute deal between the government and the IFP.

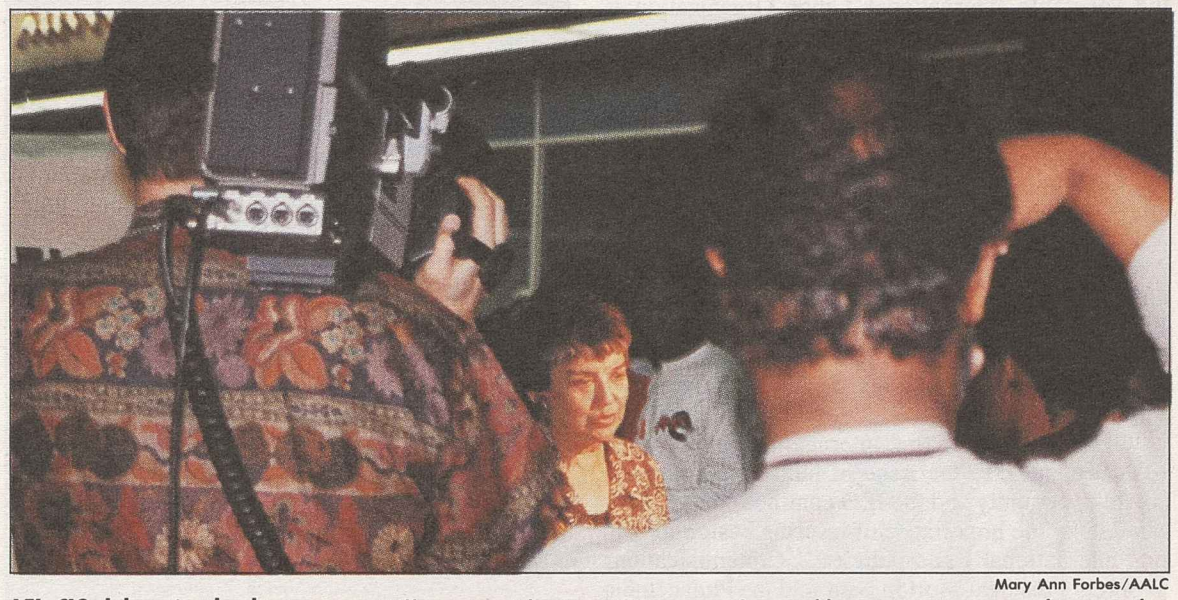
The observers were given a grim reminder of the dangers they faced when on April 24, one day before their departure from Johannesburg for their assignments, a fatal bomb blast destroyed much of the area around the ANC headquarters, which is located about six blocks from the delegation's hotel. Days later, 31 white Afrikkaner extremists were arrested and police announced they had broken the terrorist ring.

The union members from 25 affiliates and departments observed voting in 13 regions of South Africa with highly unionized populations. They responded to a call from AFL-CIO President Lane Kirkland at the request for observers by the South African trade union federations — the Congress of South African Trade Unions (COSATU) and the National Council of Trade Unions (NACTU).

''We are here because the AFL-CIO has always stood for freedom and the right of people to choose their own government,'' AFL-CIO Vice President Lenore Miller told an airport press conference in Johannesburg. ''We have a long history of working in South Africa for an end to apartheid and we have come to witness some of the fruits of that struggle.''

The observer teams were trained and coordinated by the AFL-CIO's African-American Labor Center. The delegation was led by Miller, president of the Retail, Wholesale and Department Store Union; AFSCME Secretary-Treasurer William Lucy; and AALC Executive Director Patrick J. O'Farrell.

The AFL-CIO observer team was both the largest U.S. contingent and the largest representing workers. The International Confederation of Free Trade Unions sent some 90 observers from 19 countries.



Mary Ann Forbes/AALC

AFL-CIO delegation leader Lenore Miller, president of the Retail, Wholesale and Department Store Union, was framed by cameramen as she met the press at the airport in Johannesburg.

''Our decision to invite the international labor movement was prompted by the role this movement has played in the struggle against apartheid,'' said Zwelinzima Vavi, deputy general secretary of COSATU. ''It would only be fair for us to invite them to witness one very important development of our struggle, elections which will lead to the transformation of political institutions in this country.''

''Without the international labor movement, there would have been no end to apartheid,'' said Cunningham Ngcukana, general secretary of NACTU. ''April 27 is not the end of the struggle. It represents one milestone in the political transformation of South Africa.''

''This election shows that there can be no democracy without a strong free trade union movement,'' Lucy said. ''We hope the outcome of the vote will result in a new South Africa.''

Flight Attendants President Dee Maki, a member of the delegation, said, ''this is a part of history and it is important that we help our brother and sister workers, no matter where they are.''

Maki sought a meeting with officials of South Africa's Independent Electoral Commission in an effort to convince them to allow flight attendants leaving the country on election day to vote by absentee ballot. There is no absentee balloting, although South Africans living abroad may vote in one of the many voting centers set up by the IEC in other countries.

For more than 30 years, the AFL-CIO and many of its affiliates provided assistance and cooperation to trade unions in Africa. The AFL-CIO Executive Council as early as 1958 called for a boycott of South African products as a means of opposing apartheid.

In 1992, the AALC established a full-time office in Johannesburg, headed by Barbara Lomax, to coordinate assistance to the country's trade unions. Part of that assistance was a voter education project begun in the fall of 1993. As a result of that program, some 1,500 workers and shop stewards were trained to teach other workers how the electoral process works, said Curtis Holland of the Operating Engineers, who conducted the project.

Another union program contributing to a brighter future for South Africa is a hands-on apprenticeship training project initiated by the Bricklayers in January. Some 31 South African workers now are learning nine skilled crafts at the program's training facility, program director Bill Smith said.

At its February meeting, the Executive Council called the elections the ''culmination of enormous sacrifice, effective international pressure and long domestic negotiations. The AFL-CIO commends the South African labor movement for the role it has played and will continue to play in making this election possible.

''This election, while it represents an historic achievement, is only the first step on the difficult path to a democratic and just society,'' the AFL-CIO said. ''We reiterate our pledge to help in every way that we can.''

Kirkland told the observers that their participation ''is a continuation of your previous commitment, and it represents a key role to the future of South Africa. You will be judging the ''freeness'' and ''fairness'' of the election, a responsibility that cannot be underestimated in light of the millions of people who will be voting for the first time.''

The balloting took place over three days in over 9,000 polling places. Some 16 million voters, about 80 percent of whom had never voted before, had to mark two ballots. The national ballot contained 19 parties, each symbolized by a party name, logo and picture of the party leader. Another ballot for provincial parties was designed in the same way.

AFL-CIO presses China campaign, assails PLA business deals

By Michael Byrne

Two major U.S. retail firms have been asked by the AFL-CIO to refrain from doing business with front corporations for China's People's Liberation Army.

The letters to the chief officers of Kmart Corp. and Home Depot Inc. came as the AFL-CIO stepped up its campaign to convince the Clinton administration and Congress to withdraw the most-favored-nation trading status that China now enjoys. Clinton has until June 3 to decide if China has met the human rights conditions he set for continuing MFN privileges.

China's record on human rights, including the right to join unions and bargain collectively, actually has worsened over the year, said Phil Fishman, assistant director of the federation's International Affairs Department, at a public hearing sponsored by the American University's Washington College of Law.

Fishman also said the AFL-CIO opposes any move to revoke the MFN only for state-owned or -operated enterprises. It would be too difficult to define which products come from such state-owned divisions, he said, and would be a nightmare to monitor.

The operations of the PLA exemplify just how pervasive is the state's hand in enterprise development. Robert F. Harbrant, president of the AFL-CIO Food and Allied Services Trades Department, detailed in the letters to Kmart and Home Depot the extensive dealings of each company and their suppliers with known PLA front companies.

Both Kmart and Home Depot purchase products from a company called NORINCO (China North Industries Corp.), ''a major manufacturing arm of the PLA,'' according to documents filed with the Securities and Exchange Commission.

NORINCO has supplied Home Depot with more than 127 metric tons of rugs, and Kmart and its subsidiaries with rifles, riflescopes, alarm clocks, outdoor lights, miniblinds and rattan furniture. Other PLA front companies have provided Home Depot and Kmart with such consumer items as oak toilet seats and men's blue jeans.

''We want Kmart and Home Depot to remove all PLA products from their shelves right away,'' Harbrant stated. ''Their customers are directly, and unwittingly, subsidizing the People's Liberation Army when they buy these products.''

FAST's comprehensive study of PLA business in the United States has included sending a representative to China to pose as a businessman. Some of that undercover investigation during six weeks of negotating with PLA companies was revealed during a March telecast of NBC's ''Dateline.'' Another network television news magazine, ''Day One,'' on April 18 exposed the vast number of assault weapons being imported into the United States by the PLA.

Harbrant reminded the U.S. company executives that the PLA ''was responsible for the massacre of thousands of workers and students in Tiananmen Square in 1989. . . . It is the force which continues to exercise real repressive power in China, a country which does not allow its people even the most basic of human freedoms.''

China continues to hold Wei Jingsheng, a former electrician who was briefly released after 15 years in prison for advocating democracy. In addition, worker activists Zhou Guoqiang, Yuan Hongbing and Wang Jiaqi were imprisoned for advocating the establishment of independent worker organizations within the guidelines of existing Chinese law.

Han Dongfang, who has been exiled for his expressed intention to organize independent trade unions, recently launched a worker rights publication from Hong Kong. One thousand copies of ''China Labor Bulletin'' were smuggled into various locations, including Guangdong and Hunan provinces, as well as Beijing and other cities where factory workers have passed along copies among loosely organized networks to protect their rights.

ILO role sought for worker rights in global trade

By Michael Byrne

As trade unions, businesses and governments grapple with the issue of worker rights in global trade, the venerable International Labor Organization is mentioned again and again.

That seems particularly appropriate in 1994, the 75th year of the ILO, the only surviving entity of the old League of Nations and the only United Nations organization that includes tripartite deliberations — with labor, business and governments at the same table.

The potential role the ILO could play in protecting worker rights under global trade was the subject of an April 25 symposium at the U.S. Department of Labor, and was raised repeatedly at the recent 50th anniversary celebration of the ILO's Declaration of Philadelphia, which sets out the basic principles of the organization.

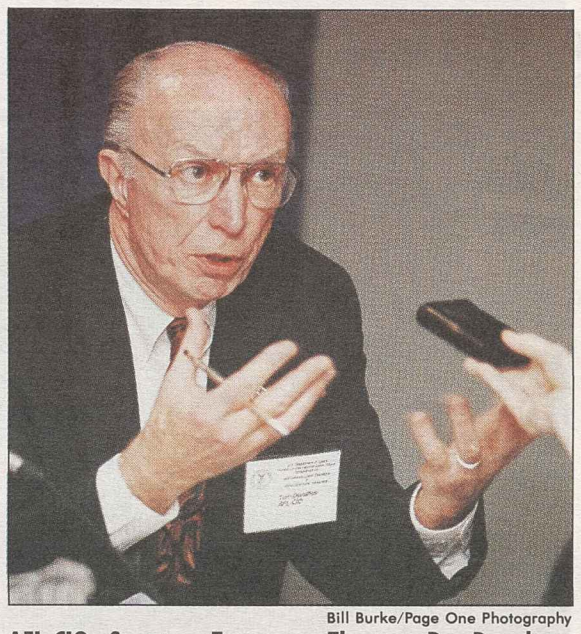
''The ILO was the first international organization to really speak to the issue of human rights to the world community and the ILO continues today to remind us of the importance of insuring basic rights in our international trade policies,'' Communications Workers President Morton Bahr told the Philadelphia gathering.

''The development of independent free trade unions throughout the world is the best labor standard that we can implement to protect the rights of workers and to insure that economic gain will be fairly shared,'' Bahr said.

The ILO's basic human rights conventions guarantee freedom of association and collective bargaining, prohibit forced labor and discrimination in employment and restrict the use of child labor. These form the basis for the social charter sought by international trade unions for inclusion in the new World Trading Organization, the product of the General Agreement on Tariffs and Trade signed last month in Morocco.

Ironically, the United States has yet to ratify those seven conventions, a point raised in Philadelphia by Labor Secretary Robert B. Reich. Even so, the Clinton administration, allied with governments of the European Union, has pressed the case for including labor standards in the global trading system.

U.S. Trade Representative Mickey Kantor, citing the crucial role that worker self-organization has played in prosperity and freedom around the world,



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue: "Worker rights, enforcement must be binding."

told the Labor Department symposium that labor standards must be an integral part of the multilateral trade agreement.

''A global trading system that does not try to eliminate unfair exploitation will ultimately collapse because people around the world will not support it,'' Kantor said.

The GATT signatorees agreed informally to allow worker rights to be brought up in the WTO preparatory committee, which will meet for the first time in mid-May, ''but that small triumph is hardly enough,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue said. Rather, international labor standards must be included within the WTO with provision for penalizing violators, he said.

Donahue called for the ILO and the WTO to create a joint committee to examine the issue, with the ILO providing its rich expertise and tripartite tradition to the WTO, which has been dominated through the GATT process by multinational corporations and governments eager to offer up their impoverished and exploitable workers for the investment those corporations would bring.

''But the judgment and enforcement mechanisms — triggered on a complaint basis — need to be in the WTO,'' Donahue told the DoL symposium, ''just as international property rights are so imbedded, and as the environmental rights are soon to be.''

Donahue pointed out that the U.S. Generalized System of Preferences law shows that sanctions can be an effective way to move Third World nations concerned about increasing their wealth even if they have no desire to improve the conditions of their workers.

''In the end, it is gratifying to see how many of them will improve their ways a bit when a lucrative trade relationship is at stake,'' he said.

Reich suggested the United States should develop a ''menu of potential responses to labor-standard abuses,'' including general trade sanctions, sector-specific restrictions, the loss of preferential trade status, ineligibility for international grant and loan programs, ''sunshine'' provisions to highlight abuses and provision for technical assistance to help countries improve their labor practices.

ILO Deputy General Heribert Maier pointed out that a mechanism does exist within the international trade agreement — article XX of the GATT — that bans the products of prison labor. ''For most advocates of a binding social clause, the aim is to expand the scope of this clause, in particular by including the ILO's basic human rights conventions,'' he said.

In his report to the International Labor Conference to be held in June, ILO Director General Michel Hansenne proposed the creation of a multilaterlal mechanism to systematically assess the efforts of governments to share with workers the economic benefits of greater trade, using the ILO's basic human rights conventions as the yardstick.

While periodic tripartite consultations through the ILO would simply promote rather than bind nations to a social clause, ''it would help to channel fairly directly and quickly any political will to promote a link between freer markets and social progress,'' Maier said, adding that it would not preclude the international community from introducing a binding mechanism through the WTO.

Hansenne told an April 26 news conference in Geneva he would raise the issue in his opening remarks to the June conference ''and hope the resulting debate will show us the way to proceed.''

Police assault Mexican workers protesting fixed 'union' election

By John R. Oravec

Mexican riot police attacked 250 Sony Corp. workers who were peacefully protesting the company's sham union elections conducted a day earlier at the Nuevo Laredo plant.

Dozens of workers were beaten, according to local newspaper accounts of the April 16 incident. One young woman was hospitalized and two workers were arrested.

The AFL-CIO, along with a coalition of support groups, is monitoring the tense situation at the plant to determine whether a formal complaint should be filed with the U.S. Labor Department on charges of worker rights abuses.

The Labor Department is now reviewing union charges that Mexican subsidiaries of General Electric Co. and Honeywell Inc. illegally fired workers for organizing activities.

Worker discontent had been simmering at the Sony maquiladora Magneticos de Mexico since January, when management implemented a new six-day work schedule that included shifts on Sunday as well as Saturday. Six union delegates who had opposed the new work schedule were fired or demoted.

The workers, mostly women, are protesting Sony's attempt to stack the representation election in favor of candidates who would support the company's policies. These candidates, allowed access by Sony to control the election, gave workers just eight hours' notice that elections would be held, precious little time for the workers to prepare their own slate of delegates.

In conducting the polling, the delegates in control ordered workers to line up on two sides of the plant to show their preference for either the worker slate or the management slate. Workers were pressured into lining up on the management side, according to monitors.

When the 250 Sony workers showed up the following day for a non-violent demonstration, the city's mayor sent in police to disperse the protesters. Forty police in riot gear attacked the protesters with billy clubs, the coalition said.



Eric Myers/Border Project

Sony Corp. workers rally in Nuevo Laredo calling for secret ballot union representation election and the reinstatement of workers who were fired for protesting strenous work schedules.

Sony operates seven plants in Nuevo Laredo that employ 1,700 workers. The many female workers were particularly distressed by the new work schedules because it diminished the time they need to attend religious services and to be with their families, they said.

Besides the AFL-CIO, the Coalition for Justice in the Maquiladoras and the American Friends Service Committee are assisting in monitoring the dispute.

In a message to Sony CEO Akiro Morito in Tokyo, New York City AFL-CIO Secretary Ted H. Jacobsen noted that workers continue to be intimidated by supervisors and several union activists have been fired since the protests. Jacobsen cited reports that Sony brought criminal charges against 36 demonstrators.

The complaints against GE and Honeywell were filed with the Labor Department's National Administrative Office (NAO) in mid-February by the Teamsters and the unaffiliated United Electrical Workers. They accused the U.S.-based multinational corporations of violating labor rights provisions under the North American Free Trade Agreement.

The NAO has recommended that Labor Secretary Robert B. Reich further investigate the charges. Under newly issued rules governing the procedures, Reich has up to 180 days from April 15 to investigate the union complaints.

If no resolution is reach by then, the labor secretary can turn the cases over to an ''Evaluation Committee of Experts'' appointed by the Labor Department. Further action can be taken by sending the cases to a tri-national labor commission established under NAFTA.

Marking vital time supporting women, youth

20 years: CLUW gives voice to union women

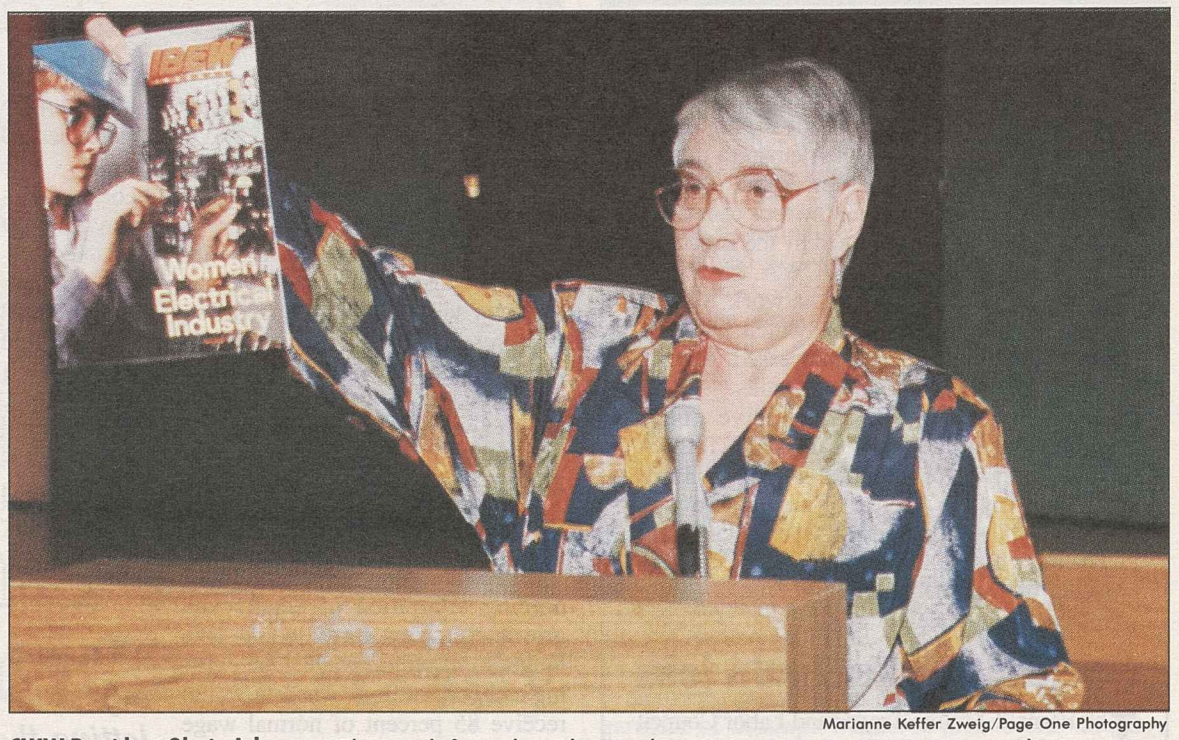
By Sharolyn A. Rosier

The Coalition of Labor Union Women, 20 years old this year, has become a unified voice for union women. And it has expanded its constituency to all working women, playing a vital role in passing legislation such as the Equal Pay Act and the Family and Medical Leave Act.

The importance of women in the labor movement is crystal clear today, but women were but a small minority of unionists in 1974 when CLUW was born. Recognizing their situation, CLUW organizers sought to change it. And change it they did.

The great success of CLUW, and the bright hope for women in the labor movement, will be celebrated during a 20th anniversary conference May 19-20 in Washington.

Union women began meeting in 1972 with the idea of forming CLUW, said Joyce Miller, one of CLUW's founders and now executive director of the Labor Department's Glass Ceiling Commission. Miller was president of CLUW from 1977 until 1993, following Olga Madar, who served as the first president from 1974 until 1977.



Marianne Keffer Zweig/Page One Photography

CLUW President Gloria Johnson: "The work force has changed. . .We must organize women and minorities."

Miller said there was a sense of history at CLUW's founding convention in March 12, 1974. ''What struck me is this was the first time union women got together to organize themselves,'' she said.

Addie Wyatt, executive vice president emerita and coordinator of the founding convention, noted that ''it was a shaky thing because we had no money. Actually, we could only offer a $10 deposit for a hotel. People thought we were crazy.''

The group prepared for about 1,200 union women to attend, but nearly 3,200 women show up. ''Some unions paid for their members to attend but we received thousands of dollars in personal checks,'' Wyatt said. ''Some had to sleep in sleeping bags. Sisters even came from Australia and Africa.''

The press originally underestimated the group, making no mention of it. But when the 3,200 women converged on the hotel, television cameras from every major network filled the room.

''We made a statement that we were the labor movement, not separate from the movement,'' said Wyatt. ''The strength that came from each of us was tremendous. What we predicted would happen actually exceeded everyone's expectations.''

The first convention adopted four primary goals: organizing the unorganized; promoting affirmative action; stimulating political action and legislation on women's issues; and increasing participation of women in their unions.

The purpose of the organization is to unify union women to determine common problems and concerns and to develop programs to address them effectively.

Throughout its 20 years, CLUW has fulfilled that purpose through activities ranging from workshops and conferences on sexual harassment, health care and pay equity to its Women's Vote Project and the Center for Education and Research.

The Center for Education and Research addresses issues including the empowerment of union women and the affect of asbestos and lead on women. It also has projects on sexual harassment and reproductive rights.

The Women's Vote Project is active in organizing and registering women voters during election campaigns.

CLUW also has gained international recognition with its work on the Women's Committee of the International Confederation of Free Trade Unions and a special committee on women and structural change at the Organization for Economic Cooperative Development.

The 20th anniversary celebration also will serve as a fundraiser to implement the goals of the organization and to expand the staff to include an organizer for its 70 chapters.

''The labor message can best be spread through CLUW chapters,'' said CLUW President Gloria Johnson, an AFL-CIO vice president who heads the social action department of the Electronic Workers. ''The reality is that the work force has changed. The people we must organize are women and minorities. We will raise issues affecting all people but particularly women.''

Twenty years after the formation of CLUW, union women continue to demonstrate their commitment to the issues, taking time from their celebration to lobby Congress on health care reform. Health care also is expected to be a primary topic of the conference because of the importance of the issue to working families.

''The issues we are addressing are issues that impact everyone,'' Johnson said. ''Until the year 2000 and beyond, CLUW will play a major role in carrying forth the labor union message.''

By the year 2000, women will compose more than 55 percent of the work force. This statistic, alone, points to the importance of CLUW.

Today, more than 58 percent of all union members are women, noted Cynthia McCaughan, who directs women's issues at the AFL-CIO Department of Civil Rights. ''CLUW has made an important contribution in bringing the concerns and issues of women to the forefront and in educating and training union women to assume leadership positions,'' she said.

While CLUW's programs have helped union women move ahead in the labor movement and in the community, it has an even greater role as women attain larger numbers in the labor movement and the work force at large, McCaughan said. Less than 12 percent of the women in the work force are organized.

''The real role that CLUW can play is to spread the word on the importance of joining unions,'' Miller added. ''It can do this by keeping pressure on the government and unions to be sure that women and their issues are included.''

''We must continue to do what was done for us,'' Wyatt explained. ''We must encourage, inspire and educate young people about the labor movement to make life better for ourselves and our families.''

25 years: Frontlash keeping labor movement young

Frontlash, the student arm of the AFL-CIO, recently observed 25 years of agitation, organization and youthful determination in the fight for workers and their unions.

''Frontlash has played an invaluable role in the recruitment, education and development of young organizers who are deeply committed to the tenets of trade unionism,'' said Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, in keynote remarks at the March 5 anniversary celebration.

Frontlash's Toycott campaign drew special praise from Baker, who noted how multinational corporations in China build their profits on the backs of political prisoners and children, sustaining the ugly combination of totalitarian communism and unrestricted capitalism.

Each year the weekend after Thanksgiving, Frontlash takes Toycott to America's shopping malls and toy stores, warning consumers about the working conditions that produce Chinese toys, which have become predominant during the holidays.

Labor can take pride in the history of Frontlash, said Frontlash Director Cheryl Graeve, who like many Frontlash alumni became involved while she was a student.

''For the past 25 years we have developed and organized youth talent for the labor movement,'' she said. ''The history books do not tell our story, but Frontlash will make sure students know the truth.''

Frontlash has been in the forefront of numerous campaigns, most recently the Teamsters' struggle against Fisher Scientific, which ended in a resounding success with workers getting their jobs back. The group also organized a national youth campaign to fight NAFTA.

It was in 1967 that Frontlash organizers sought to capture the restless energy of young people and to direct it towards the improvement of the American political system. It was to be a ''frontlash'' against the approaching consequences of the conservative backlash, according to Charlotte Roe, one of those early organizers.

Preliminary discussions between Roe, Penn Kemble, Gus Tyler of the Ladies' Garment Workers and Roy Reuther of the UAW led to the first pilot program of voter registration and get-out-the-vote activities in Long Island, N.Y.

In 1968, Frontlash launched programs throughout the country.

In California, for example, students registered voters and organized outreach programs around the Farm Workers' grape boycott. More than 100,000 voters had been registered by the group in the state by 1970.

Frontlash's direct affiliation with the labor movement was a natural one, giving Frontlash the opportunity to be in the forefront of the efforts to liberalize registration and voting laws and to lobby on important issues, said Graeve. ''Students all across the country became involved in issues, organizing campaigns and union boycotts.''

Some students, including Steve Bieringer and Danny Curtin, were so fascinated by worker issues that they sought jobs within the labor movement after college. Bieringer is currently director of AFL-CIO Region XI and Curtin is a special representative for the California State Council of Carpenters.

Frontlash's future plans include an expansion of its programs on college campuses and in high schools to educate students on worker issues. The organization also will build coalitions in new student communities and broaden its outreach to more students.

Graeve noted that students are becoming more interested in the labor movement in this tough economy with fewer jobs with good wages and benefits. ''I see a difference in students now than in the '80s. Students are understanding the importance of issues such as health care and worker rights.''

— Sharolyn A. Rosier

BARGAINING

NABET rallies at NBC

Engineers, news producers, writers and technical staff at NBC rallied outside the network's New York studios April 28 to demand a quality contract and to call for a viewer ban on NBC programming during the May sweeps campaign.

The workers are represented by the Broadcast Employees and Technicians/CWA. NABET's four-year contract with the network expired March 31. But negotiations, which began in February in San Diego, have recessed. No date has been set for resumption of talks.

The contract proposals have been "devastatingly anti-union," said NABET/CWA Vice President John Clark. These demands would destroy the "sense of partnership with its union" the network sought when talks began.

The rally also coincided with a stockholders meeting of General Electric — NBC's parent company — in Raleigh, N.C.

Nuclear workers gain jobs

The Fernald Atomic Trades and Labor Council signed an agreement March 11 that will allow former nuclear weapons employees to work on environmental cleanups at the Department of Energy's Fernald, Ohio, uranium processing plant.

About 550 workers would be affected by the agreement with Fernald Environmental Restoration Management Co. The FATLC is an AFL-CIO Metal Trades Council consisting of 13 unions.

The four-year agreement gives preference to displaced DoE employees in hiring and retraining. It also retains the worker health and safety protections the company sought to eliminate. The unions went to court last September to preclude the company from abolishing the protections that had already been won in collective bargaining.

Building workers OK pact

Some 30,000 New York City building service workers have a new three-year contract that will provide improvements in wages and benefits totaling $63 per week.

The agreement, ratified by members of Service Employees Local 32B-32J, averted a possible citywide strike of elevator operators, door attendants and porters in some 2,500 buildings in the city.

Wages and benefits will increase 9.5 percent over the term of the contract, with building owners increasing contributions to the benefit fund to about $31 per week, the union said.

Pact protects health care

A three-year agreement for more than 800 Newspaper Guild members at the Bureau of National Affairs "gives us absolute protection" in the event that legislation alters the health care benefits provided under the agreement.

The pact negotiated by the Washington-Baltimore Local of The Newspaper Guild gives it "significance beyond this local and the Guild for the langauge on national health care it contains," said Michael Mauer, a spokesman for the local.

The contract also provides employer-paid health benefits for domestic partners. The Guild represents editorial and production personnel of the Washington, D.C., specialty news and information publisher.

N.Y. Times contract set

The New York Newspaper Guild rebuffed attempts by the New York Times to undermine seniority protections of 1,600 editorial and commercial employees, New York Guild President Barry Lipton said.

The seven-year contract includes more than $3.5 million in retroactive wage payments and was unanimously approved by the Guild's 20-member negotiating committee.

Job security key in freight pact

Teamsters prepare to end strike with tentative agreement

Continued from Page 1

an essential gain in an industry where 40 percent of the workers are over 50 years old and have more than 20 years of service.

The agreement calls for wages and benefits to increase $3.20 an hour over the four-year term. The pay scale for IBT members at the TMI companies currently averages around $17 an hour.

Carey said the tentative accord was to be presented to representatives of each freight local April 29 and that, with their approval, the strike could be called off the same day.

Membership ratification will be by mail ballot and is expected to take about four weeks, the union said. Members also will cast separate votes on contract supplements negotiated by regional bargaining committees.

In reaching the accord, IBT negotiators accepted binding arbitration of deadlocked grievances. New hires would take longer to reach full wage. One existing category of dock workers would receive 85 percent of normal wage increases, while pay for another group would remain at $14.45 per hour.

But the companies agreed to drop their demand for the $9-an-hour part-timers to do 24 percent of the work now handled by full-time workers.

IBT negotiators also rejected TMI's fall-back position that casual workers covered by the current contract would be paid only $12 an hour instead of the $14.45 they now receive. Company demands to eliminate pension and health benefits for the casuals also were rejected.

> *"We won on the key issue by not letting them change good full-time jobs to low-wage part-time jobs. We stood up for the American dream."*
>
> **— Ron Carey, IBT president**

Company negotiators agreed that any driver affected by shifting to rail freight must be offered a road driver job at another local and cannot be laid off from the new position. Another job security provision bars contracting out to non-union carriers and requires the companies to move all over-the-road freight with union members.

A breakthrough came in the mediated negotiations after a series of public activities by the IBT on several fronts, highlighted by waves of union solidarity on the picket lines and within the hub of community support coordinated by the AFL-CIO Community Services Department.

Affiliated unions also participated with IBT members in a number of corporate campaign activities that brought the dispute to the attention of shareholders and corporate officials of trucking firms and companies related to those firms through financial networks.

In New York, 350 strikers draped the Statue of Liberty with a banner declaring, "Part-Time America Won't Work." Earlier, 500 IBT members and their supporters sat in at the San Bernardino, Calif., offices of the Bank of America, a key financial backer of Consolidated Freightways — one of the big four among the struck trucking firms.

An all-union rally in San Bernardino drew 2,000 participants that same day, according to David Sickler, AFL-CIO Region VI director.

"Our members and workers all over America are tired of hearing that we should be happy to have the crumbs under the table," declared Randy Cammack, secretary-treasurer of Los Angeles IBT Local 63.

A major factor in the strike was the proliferation of double breasting in the industry, with parallel union and non-union trucking firms owned and controlled by the major employers.

AFL-CIO President Lane Kirkland, in a letter to all affiliates and state and local central bodies, called on trade unionists to urge their employers to stop using non-union and double-breasted trucking operations as a way to stop union busting in the trucking industry.

"The Teamster strike comes out of the employers' refusal to drop their demand to turn good-paying full-time jobs into part-time jobs with low wages and little or no benefits," Kirkland wrote. "This is a fight important to the labor movement and the Teamsters need your help."

Meanwhile, striking Teamsters continued to rally and reach out to the community for support to counteract employer maneuvers to stifle union pickets.

In LaSalle, Ill., the union only had to spend $1 to lease a farm pasture adjoining a Consolidated Freightways facility and get around a court restraining order limiting the picket line to 10. As many as 100 pickets stood vigil in the pasture.

IBT locals around the nation are reporting solid support from affiliated unions. Marine Engineers, Longshoremen and Warehousemen and Fire Fighters in Seattle have provided donations and picket line support; in Lorain, Ohio, AFSCME locals provided hot food for pickets; in Memphis, Tenn., Communications Workers fed pickets and a range of unions turned out at the Atlanta IBT local for a solidarity celebration.

Strikers were heartened to read reports that New Jersey Nets basketball coach Chuck Daly called off practice to avoid having players cross picket lines around the APA Trucking Company gymnasium in North Bergen, N.J.

Candidates nominated for ILWU top posts

Los Angeles

Delegates nominated candidates for top offices of the Longshoremen and Warehousemen as the union's 29th triennial convention addressed issues on domestic economic policies and expanding international relations.

Nominated for ILWU president in the May 27-July 5 mail balloting were incumbent President David Arian and Brian McWilliams, the union's mainland vice president. Arian was elected to a three-year term as president of the 45,000-member union in 1991.

For the vice president's post being vacated by McWilliams, the 339 delegates nominated Richard Austin of Local 32 in Everett, Wash., and Gene Banday of Local 13 in Wilmington, Calif.

Nominated for secretary-treasurer were incumbent Leon Harris and Joe Ibarra, the union's regional director for southern California.

Leonard Hoshijo, incumbent vice president for Hawaii, was the only nominee for the office and will be re-elected automatically.

In convention action, the delegates:

- Endorsed the formation of an ILWU international department to coordinate the union's liaison activities involving workers in Latin America and Pacific Rim countries.
- Reaffirmed solidarity with Mexican workers, particularly members of the longshore unions who are threatened by government plans to privatize port operations.
- Called for a charter of worker rights to be included in all U.S. foreign trade agreements, including full sanctions to organize and freedom of association.
- Declared that ILWU investments must include social components that promote and defend worker rights guarantees.
- Continued to press the union's opposition to the North American Free Trade Agreement by monitoring job losses, demanding enforcement of labor environmental standards and obtaining assistance for workers and communities adversely affected by NAFTA.
- Reiterated the union's dissatisfaction with the Democratic Party's backing of NAFTA, along with its wavering patronage of Workplace Fairness legislation and health care reform.
- Pledged to work with other unions in rebuilding the nation's industrial and agricultural base to promote the growth of good-paying jobs without two-tier wage structures while bridging any gaps between labor and communities.

— John R. Oravec



Marianne Keffer Zweig/Page One Photography

AFL-CIO Vice President Linda Chavez-Thompson of AFSCME participates in a panel discussion on the barriers to diversity, along with (from left): Shavonne Perpena, AFL-CIO field representative; Matthew Finucane, executive director of the Asian Pacific American Labor Alliance; and Susan Washington, associate director of the AFL-CIO Education Department.

Unions welcome new diversity

Challenge, opportunity seen for organizing involvement

By Sharolyn A. Rosier

Some 100 trade unionists attending the AFL-CIO Civil Rights Institute welcomed the emerging diversity in the workplace and in the labor movement as an opportunity for unions.

These changes must be of serious concern for the labor movement, said AFL-CIO Vice President Gloria Johnson in the keynote address. ''Diversity is an opportunity. Seizing this opportunity will undoubtedly improve our image and perception.

''If we are to organize more women and minorities into the labor movement, we must hire more women and minority organizers,'' said Johnson of the Electronic Workers, who also is president of the Coalition of Labor Union Women.

That sentiment was echoed by Jim Baker, executive assistant to AFL-CIO President Lane Kirkland. ''The building of greater diversity through involving growing numbers of minorities and women is a key element in building the strength and effectiveness of our movement,'' he said.

''This institute is an opportunity for trade unionists to come together to address pertinent issues such as diversity,'' said Richard Womack, director of the AFL-CIO Civil Rights Department. ''The information that is imparted at this conference empowers trade unionists because knowledge is power.''

President Lenore Miller of the Retail, Wholesale and Department Store Union, chair of the AFL-CIO Civil Rights Committee, explained the importance of bringing all workers, no matter what race, creed or nationality, into the labor movement. Every worker has talent and experience to be tapped, she added.

Miller left the institute for South Africa, where she heads a delegation of some 120 trade unionists who will serve as observers during the historic election there. The international flavor of the fight for rights was underscored by the participation in the institute by 20 African trade unionists.

Barriers to opportunity were discussed on a panel that included AFL-CIO Vice President Linda Chavez-Thompson of AFSCME, who noted that everyone wants to protect their turf. But the labor movement must bring the talent of all people into the fold, she said.

''If we don't come together then we will take each other apart,'' Chavez-Thompson explained.

Other speakers included Richard Walsh, director of the AFL-CIO Committee on Political Education; Joslyn Williams, president of the Washington Metropolitan AFL-CIO; Louise D. Walsh, senior staff associate of the George Meany Center for Labor Studies; Jane O'Grady, legislative representative for the AFL-CIO; and Lawrence Gold, AFL-CIO general counsel.

Also, Joyce D. Miller, executive director of the Labor Department's Glass Ceiling Commission; Gerald M. Shea, director of the AFL-CIO Employees Benefits Department; Shirley J. Wilcher, director of the Labor Department's Office of Federal Contract Compliance Programs; Rosalie Silberman, vice chair of the U.S. Equal Employment Opportunity Commission; David Silberman, director of the AFL-CIO Task Force on Labor Law; and Karen Narasaki, Washington representative for the Japanese-American Citizens League.

Garment sweatshops, home-work mills alive and breeding

By Muriel H. Cooper

Alarming new evidence has surfaced showing a resurgence of sweatshops and home-work mills in the garment industry.

Government officials, academics, health professionals and union activists gathered in New York recently under the auspices of the Women's Bureau of the U.S. Department of Labor to discuss the problem.

''Apparel is still a major American industry employing close to a million people — and a vast number work in conditions that are both dangerous and exploitative,'' said Maria Echaveste, administrator of the DoL's Wage and Hour Division.

''We are calling on manufacturers, especially well-known designers, to monitor their contractors to protect the women laboring behind their big-name labels,'' said Echaveste.

The Wage and Hour Division has found that some 50 percent of California garment producers violate minimum wage laws, and 68 percent do not pay workers overtime.

Investigations by DoL's Dallas-Fort Worth region show that up to 80,000 workers are sewing garments in Texas home-work mills. Out of 487 investigations of home work operations, DoL officials found violations in 41 percent of the cases.

Five years ago, the General Accounting Office estimated that, in New York alone, 50,000 residents worked for 3,000 garment manufacturing facilities that ignored wage and safety laws.

Aside from the exploitation and human misery associated with sweat shops, the seamy business is costing union workers jobs at about a two-to-one ratio. In Dallas, for instance, DoL offiicals estimate that 30,000 to 35,000 women's garment jobs have disappeared to the underground home-work economy.

Although they claim to be unaware of illegally manufactured garments, some of the country's biggest retailers sell such goods, including J.C. Penney Co.; Sears, Roebuck & Co.; Dayton Hudson Corp.'s Mervyn's Department Stores; and even the Army Air Force Exchange stores.

The increasing revelations of seriously overworked and underpaid garment workers prompted the DoL to devise a coordinated attack on a problem the nation once thought belonged to a bygone era.

Sweatshop workers, many of them women and minorities, spend their days locked in buildings that ooze environmental hazards, working on many of the apparel items seen on the most fashionable avenues across America.

''Sweatshops have increased tremendously,'' said Ladies' Garment Workers Director of Organization Jeff Hermanson. ''Where there is no enforcement, violations are going to grow.''

Testifying at the Manhattan hearing were ILGWU Vice President Susan Cowell and Clothing and Textile Workers Vice President Clayola Brown.

Women's Bureau Director Karen Nussbaum pointed out the bureau was ''established in 1920 in response to the abhorrent garment industry conditions in the early part of this century.''

''We are now witnessing a recurrence of those problems. It's like the resurgence of tuberculosis. By bringing so many of the parties together, we hope to forge some connections that will foster a healthier industry.''

The real answers may lie in the method of worker advancement as old as some of the buildings that house the sweatshops.

''Organize the workers. Organize the industry. Organize for political change. Today in 1994, these remain our task,'' said Brown.

(Greg Kenefick contributed to this story.)

UNION NEWS

Project agreements favored

Nevada Gov. Bob Miller (D) issued an executive order directing state agencies to use project labor agreements on state public works projects.

Miller cited the 1993 Supreme Court ruling in the Boston Harbor cleanup case that a state may enter into prehire collective bargaining agreements negotiated by private parties. Such agreements, he said, ''have proven to be of economic benefit to governments.''

Besides providing ''a ready and adequate supply of highly trained and skilled craft workers,'' project agreements help to accurately determine the costs of a project at the outset, establish working conditions for all construction crafts and provide ''a negotiated commitment that is a legally enforceable means of assuring labor stability and labor peace,'' Miller noted.

VA sets partnership

The Government Employees were among five employee unions entering into a national partnership agreement with the Department of Veterans Affairs.

In establishing the VA National Partnership Council, VA Secretary Jesse Brown evoked the words of Dr. Martin Luther King Jr., noting ''we are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.''

The VA will seek to create voluntary in-house dispute resolution methods, identify training needs, address department policies and procedures and improve day-to-day operations.

MasterCard rate rises

The interest rate charged on the Union MasterCard has gone up for the first time in five years, rising one-quarter of 1 percent to 11.25 percent.

The change was effective April 15 and was the result of the recent 0.25 percent increase in the prime rate.

The no-annual-fee card, carried by approximately 3 million union members and their families, still features a rate more than 6 percent lower than the national average of 17.38 percent.

Food drive set May 14

Letter Carriers will be collecting 35 to 45 million pounds of food donations along their mail routes Saturday, May 14, delivering the goods to community food banks that serve the needy, NALC President Vincent R. Sombrotto announced.

The NALC hopes to build on the tremendous success of the program last year, which gathered more than 11 million pounds of donations.

''This day of extra effort by thousands and thousands of letter carriers will assure millions of needy men, women and children that they can obtain adequate food for their tables during the long summer months when charitable donations drop,'' Sombrotto said.

ECONOMY

Ballooning trade deficit portends painful reductions

By John R. Oravec

Surging imports in February drove the U.S. foreign trade deficit 46 percent higher as the overall imbalance for goods and services widened by $3.1 billion to $9.7 billion.

The Commerce Department reported that the trade deficit in merchandise goods jumped to a near-record $13.9 billion, while the U.S. surplus in services dipped to $4.2 billion.

Goods imports increased by $1.2 billion to $51.1 billion, while exports dropped by $1.3 billion to $37.2 billion.

For the first two months of 1994, the United States posted a trading shortfall of $16.3 billion in goods and services, more than double the $7.7 billion deficit for the comparable 1993 period.

At the current pace, the overall trade deficit for 1994 could top $97 billion. Last year's imbalance was $76.8 billion.

"The magnitude and persistence of the U.S. imbalance is both harmful and ultimately unsustainable," AFL-CIO economist Gregory Woodhead told the House Committee on Small Business. "Between 1986 and 1993, the average weekly manufacturing wage, adjusted for inflation, declined 6.3 percent.

"Unchecked, the trade deficit portends even more painful reductions in the living standards of working Americans," he warned.

Exports of goods have declined severely since December, while imports have increased. Based on the three-month moving average, the U.S. shortfall in goods transactions could push the 1994 deficit to more than $135 billion, up from $132.4 billion last year.

Hefty declines in shipments of aircraft, semiconductors, chemicals and pharmaceuticals accounted for most of the February plunge in exports, the Commerce Department said. Imports were driven higher by the influx of industrial supplies and materials, autos and consumer goods. Imports of vehicles and auto parts rose 4 percent over the month to $8.8 billion.

Before seasonal adjustment, the Commerce Department data showed, the deficit in manufactured goods amounted to $10.5 billion, while the United States ran a $1.5 billion surplus in the agricultural commodities.

The U.S. goods deficit with Japan edged up to $4.6 billion but narrowed slightly with China to $1.7 billion. Other large deficits included Taiwan at $831 million, OPEC at $714 million and Western Europe at $529 million. In February 1993, the United States had a $1.4 billion surplus with Western Europe.

In North American transactions, the U.S. deficit rose over the month to $972 million from $780 million in January. While the imbalance with Canada eased a bit to $1 billion, the surplus with Mexico continued to shrink to $48 million from $322 million in January.

Woodhead noted that the impact of the North American Free Trade Agreement and the persistent devaluation of the Mexican peso has steadily eroded the U.S. trade surplus with that country, which dropped from $5.4 billion in 1992 to $3.5 billion in 1993.

If the trading situation continues to deteriorate at the current pace, Woodhead warned, the United States could be running a trade deficit with Mexico by the end of the year.

The February foreign trade report was the second month that the Commerce Department included services in the monthly data. The services have been added to draw attention to the long-running surpluses in that category while the nation has been piling up heavy deficits in the goods category.

Over the last 10 years, the United States has amassed a trade deficit of more than $1 trillion in merchandise goods. Trade analysts estimate that for each $1 billion imbalance annually, 20,000 U.S. factory jobs are wiped out.

DATA

U.S. - Mexico transactions



In merchandise trade with Mexico, imports are rising much faster than U.S. exports based on February transactions during the past three years, Commerce Department data show. Since February 1992, imports have surged 40 percent to $3.63 billion, while U.S. exports to Mexico have edged up only 15 percent to $3.68 billion. That left a surplus of $48 million in February 1994, less than one-tenth of the $585 million surplus in 1992.

Foreign trade	
February deficit	$9.7 billion
Goods	-$13.9 billion
Services	+$4.2 billion
Durable goods orders	
March	+0.4 percent
Real GDP	
First quarter (annual rate)	+2.6 percent
Employment cost index	
First quarter	+0.7 percent

AFL-CIO NEWSGRAFIC

Housing starts surge 12.1%

Housing construction shot up 12.1 percent in March to an annual rate of 1.47 million units, despite the onset of higher home mortgage rates.

The Commerce Department said the pickup in home-building activity came in all sections of the country. Economists attributed much of the upturn to improving spring weather conditions after unseasonal cold slowed construction in January and February.

The government data showed housing starts were up nearly 35 percent over the year from the 1.09 million annual rate in March 1993. Applications for building permits rose 5.1 percent in March to a rate of 1.31 million units.

Some analysts expect the gain in housing construction to slow down later this year with a further rise in mortgage rates. Recent data from the Federal National Mortgage Corp. showed the 30-year fixed rate for conventional home mortgages at about 8.25 percent, nearly 1 percent higher than a year ago.

Low pay keeps 20% of workers poor

One of every five people working full time in 1992 didn't earn enough to pull themselves out of poverty, a new Census Bureau study reveals.

About 18 percent of the nation's 81 million year-round full-time workers earned less than $13,091 for the year 1992 — the "low-earnings" threshold for the year for a family of four.

The low-earnings threshold actually is 8 percent lower than the poverty level, the Commerce Department pointed out. The low-earnings threshold is per worker; household income might be above poverty levels if more than one person in a household works.

The study showed the number of full-time poverty workers increased more than 50 percent above the 12 percent who earned full-time poverty wages in 1979. The percentage of low earners went up in every statistical category — age, education level, gender and race or ethnic origin.

For young workers, ages 18-24, the proportion of full-time workers with low earnings roughly doubled between 1979 and 1992. Nearly half of all full-time workers age 18-24 were low earners in 1992.

Women are more likely than men to have full-time low earnings, although the likelihood of having low earnings has risen faster among men in recent years, the report said. The proportion of women with low earnings increased by 20 percent over the period of the study, from 20 percent of female workers in 1979 to 24 percent in 1992.

The figures for men show a 75 percent rise, from 8 percent to 14 percent of all male full-time workers.

The study also showed that less-educated workers were more likely to be low earners. About one-third of male and female low earners had less than a high school degree, while those with a bachelor's degree made up only about 6 percent of low earners.

Hispanic workers were the most likely full-time low earners in 1992 — 26.4 percent of Hispanic men and 36.6 percent of Hispanic women worked full-time worked for less than poverty wages. African-American men (19.4 percent) and African-American women (26.9 percent) also were more likely to be low earners than white men (11.6 percent) and white women (21.1 percent).

High earners — those who earned more than $52,364 — remained constant at 10 percent in both 1979 and 1992 (though the number fluctuated between 9 percent and 11 percent during the 1980s). The percentage of full-time workers in the second-highest earnings bracket (between $39,273 and $52,363) held steady at 13 percent.

Thus, the increase in low earners reduced the size of the American middle class. The huge increase in below-poverty earners came at the expense of those in the middle three brackets — those who earned between $13,091 and $39,272 (all numbers are adjusted for inflation between 1979 and 1992).

— Press Associates

U.S. investment could reverse wage erosion

An annual federal investment of $40 billion a year in education, training and public infrastructure is needed to reverse the long-term decline in workers' real wages, a new economic study recommends.

Even as the economy emerges from recession with expectations of steady growth for the next decade, the Economic Policy Institute said, public and private investment will fall hundreds of billions of dollars short of what's needed to generate solid wage gains for most working families.

The EPI paper, "Back to Investment: A Proposal to Create a Capital Investment Fund," notes that the latest projections from the federal budget for fiscal year 1995 point to stagnant levels of public investment for at least another 10 years. It was written by EPI economists Jeff Faux, Dean Baker and Todd Schafer.

"In the 1980s, consumer spending was stimulated by expanding government debt," the paper observes. "Today it is driven by lower interest rates. Even given the recent surge in business investment, this recovery is still characterized as consumer-led."

But a fiercely competitive global economy could dampen the rise in consumer spending that creates jobs. And consumer spending depends on a high-wage strategy, which requires a high rate of growth in both public and private capital investment.

Because any strategy to expand investment must recognize the political constraints imposed by the federal deficit, EPI is calling for the formation of an off-budget, self-financing capital investment fund.

According to EPI's projections, the fund would generate another 0.5 percent of economic growth in the first year and create 400,000 jobs.

With overall improvements coming to the economy from the fund's investments, the study said, "revenues would be enhanced and cyclical outlays reduced, resulting in an improving deficit picture. These economic effects would lower the deficit by about $7 billion in the first year, $10 billion in the second and $25 billion in the 10th year."

The EPI's proposed capital investment fund would be divided into two parts, physical capital and human capital, with a dedicated funding stream for each fund.

Financing for the physical capital portion would come from a gradual increase in the gasoline tax, or by reducing deductions on personal income tax. The human capital portion would be financed by a small tax on financial transactions.

EPI's plan calls for annual investments of $25 billion for physical capital — including spending on public infrastructure — and $15 billion for human capital spending on education and training programs.

— John R. Oravec

RESOURCES

Union Privilege is helping the Women's Bureau of the Department of Labor with **Working Women Count!,** a survey of women about critical concerns they face in today's workplace. For information, call Deborah Davis at Union Privilege, 202/336-5460.

Hear the stories, sing the songs and view the art inspired by the action of workers at the Labor Heritage Foundation's 16th annual **Great Labor Arts Exchange,** beginning June 26 at the George Meany Center for Labor Studies in Silver Spring, Md. For more information, call Joanne ''Rocky'' Delaplaine or Laurel Blaydes at 202/842-7880.

CONFERENCES

The AFL-CIO is sponsoring a **Labor Symposium on the American Disabilities Act** in conjunction with the annual meeting of the President's Committee on Employment of People with Disabilities May 17 in Atlanta.

Registration is $40. For information, call Susana Gomez at the AFL-CIO Department of Civil Rights, 202/637-5271.

The second annual **Labor and Employment Law Conference,** scheduled in Arlington, Va., May 5-6, will feature new National Labor Relations Board Chairman **William B. Gould IV**. The conference, cosponsored by the National Association of Manufacturers and the Labor Attorneys for Business Network, also will include presentations by Elmer Chatak, president of the AFL-CIO Industrial Union Department, and David Silberman, director of the AFL-CIO Task Force on Labor Law Reform. For information, call Yvonne Misner at 202/842-2900.

The Federal Mediation and Conciliation Service's seventh annual **National Labor-Management Conference**, set for the Omni Shoreham Hotel in Washington June 7-9, will feature AFL-CIO Secretary-Treasurer Thomas R. Donahue. For information, call 202/737-2620.

The AFL-CIO Human Resources Development Institute will hold its 1994 **HRDI National Conference** to promote employment, job creation and training Nov. 21-23 in Las Vegas. For more information, contact HRDI Director Lynn Meyers at 815 16th St. N.W., Washington, D.C. 20006; or call 202/638-3912.

VIDEO

''We Do the Work'' presents **Strikestory,** a documentary chronicling the 1934 San Francisco general strike, during May on public television stations across the country. The show marks the 60th anniversary of the Longshoremen and Warehousemen strike that led to the general strike. Consult local listings for time and station in your area.



Ray Crowell/Page One Photography

The Newspaper Guild's Heywood Broun Award is presented to Eileen Welsome of the Albuquerque Tribune for her series on how U.S. atomic scientists used people as guinea pigs for plutonium experiments. Joining in the celebration are Rem Rieder, editor of the American Journalism Review; Charles Perlik, retired Guild president; and Carol Rothman, Guild chairperson. Welsome also earned a Pulitzer Prize and a George Polk Award for her series.

NEWSMAKERS

Machinists Vice President **John Peterpaul** will represent the union on the board of directors of United Airlines' parent UAL Corp. Peterpaul previously announced he would retire from his position as the IAM's general vice president for transportation at the end of May.

Herbert R. McTaggart, a staff assistant for the Cleveland AFL-CIO, has been appointed to the Ohio Supreme Court Commission of Continuing Legal Education.

James K. Kennedy, Jr., former executive director of the AFL-CIO Transportation Trades Department, will become vice president and assistant treasurer of Trust Fund Advisors, a subsidiary of ULLICO.

AWARDS

The Letter Carriers named **Isaiah Beavers** Hero of the Year and **John A. Noster** Humanitarian of the Year. Beavers, a nine-year-veteran, interrupted his mail delivery to save a victim in a gas station shooting from bleeding to death. Noster, a 28-year veteran and longtime donor of blood and blood platelets, has provided foster care, along with his wife, to more than 70 children over the past 19 years. Noster and Beavers both are members of NALC Branch 132. Others cited for heroism are **Terry Hanley, Charles Henning** and **Sylvester Welch**. The awards will be presented by NALC President **Vincent Sombrotto** in a May 3 ceremony in Washington.

Evelyn Dubrow, vice president and legislative director for the Ladies' Garment Workers, received the 1994 Sam Fishman Labor Award at a luncheon held during the convention of the Social Democrats, USA. The award is made in memory of the longtime UAW activist, who was president of the Michigan AFL-CIO at the time of his death.

The Catholic Interracial Council of New York has honored Transport Workers Local 100 President **Damaso Seda** with the 1994 LaFarge Memorial Award for Interracial Justice. The award is given annually to individuals who demonstrate a commitment to justice, human rights and community service.



Steve Yarmola/AFL-CIO News

Labor's agenda on vital national issues, including health care reform and Workplace Fairness, was discussed by AFL-CIO President Lane Kirkland and newly installed state labor federation officials at a recent meeting in Washington. Participating in the session were Ohio COPE Director David L. Kolbe, Illinois Secretary-Treasurer Margaret R. Blackshere, Florida President Marilyn Lenard, Washington State President Rick Bender and Secretary-Treasurer Al Link, as well as James Baker, executive assistant to Kirkland, and Frances Kenin of the Organization and Field Services staff.

Reich expands net cast over scam health insurance hustlers

The U.S. Labor Department has expanded its crackdown on bogus health plans and sham unions, filing suit against five operations doing business in 14 states.

''Operators of schemes that defraud workers are warned that the department will track you down,'' Labor Secretary Robert B. Reich said. ''We intend to put you out of business, retrieve for workers your ill-gotten gains and seek the toughest penalties allowed by law.''

Many of the so-called health plans were unsound and others were fraudulent, the department charged. These scams usually target vulnerable small employers and do not pay most of the claims. Reich said President Clinton's health care reform proposal would eliminate these bogus insurance plans.

AFL-CIO President Lane Kirkland previously has asked local labor officials to warn vulnerable small employers to be wary. Some state laws exempt ''collectively bargained'' health care plans from state insurance regulation, prompting the phony ''union contracts'' offered to employers.

The first suit involved Job Mate Affiliated Companies of Jackson, Miss., which left workers with $785,000 in unpaid claims.

Americor Employer Support Services of Salt Lake City left more than $400,000 in unpaid claims after declaring bankruptcy. The company allegedly used $1.2 million in benefit payments to pay illegal commissions and business and personal expenses.

Employee Staffing Services Inc. of Dallas allegedly mismanaged more than 300 plans, leaving $1 million in unpaid benefits.

Two sham unions, Contract Services Union Local 211 of Oklahoma City and National Council of Allied Employees Local 555 of Encino, Calif., had almost $2 million in unpaid claims and did not perform any of the functions of a legitimate union, investigators said.

Farm Workers end successful 330-mile pilgrimage

15,000 sign union cards during historic march

By Sharolyn A. Rosier

Ending a historic trek in the footsteps of union founder Cesar Chavez, the Farm Workers announced that 15,000 farm workers signed union authorization cards during the 330-mile pilgrimage from Delano, Calif. to Sacramento.

The UFW also gained the affiliation of the 2,000-member United Farm Workers of Washington, which was inspired by the long march. Thousands came from as far away as Texas, Florida, Oregon and Arizona to join the march and the union.

The pilgrimage, or peregrinacion, opened with a 90-minute Mass in Delano on March 31, which would have been Chavez's 67th birthday. Then, about 1,000 people led by UFW President Arturo Rodriguez marched from the union's Forty Acres compound to the first overnight stop in Richgrove, about eight miles northeast.

The pilgrimage retraces the path Chavez took 28 years ago to focus attention on the union's first strike and boycott of California table grapes. As in the first march, each day began with a Mass followed by a march through farm towns and ranches and ending each night with an organizing rally.

Just as Chavez's march transformed the union and turned Delano, a small farm town, into a national symbol, this march energized farm worker communities across the country.

"The march was a tremendous success," Rodriguez said. "Every night we went to different towns and farm workers would join us. They would provide housing and food and we would have a union meeting.

"Union committees have been developed all across California because of the pilgrimage," he added. "Workers are organizing and workers are negotiating contracts. This is what the pilgrimage was all about."

By April 24 in Sacramento, more than 45,000 people had joined the UFW during its 24-day pilgrimage. Some 15,000 attended the Sacramento rally alone.

Machinists President George Kourpias, who along with Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, brought greetings to the rally from the entire labor movement, said the UFW dedication will overcome the powerful forces of the agricultural industry in California that have fought to break the union.

"The great mission of the UFW is to ensure dignity, good wages, decent working conditions and freedom for those who work in the fields," he said.

"Cesar lives in each of us," Kourpias added. "By working together, standing together, struggling together, we will make Cesar's dream of 28 years ago into a beautiful reality."

In a speech that culminated the pilgrimage, Rodriguez urged the crowd to turn the energy and momentum of the march into a "summer of freedom" for those who toil in the sun.

Rodriguez told the crowd how, in Livingston, the union met early one morning with wine grape workers. All of them had given from 10 to 20 years of their lives to the company. But recently the grower brought in labor contractors and the contractors are replacing them with younger workers.

"This story was repeated over and over again," he said. "Growers have had 11 years to show what they can do without the union. And conditions for most farm workers are now as bad as they were 20 years ago."

Rodriquez also announced that a May 24 meeting with Florida orange suppliers would seek to resolve a union recognition issue. Coca-Cola Co., which sold the orange groves, has agreed to facilitate negotiations between the union and 250 growers in Florida. The UFW had represented Coca-Cola's citrus workers since 1972.

While Farm Workers were marching, Congress passed a resolution in support of the pilgrimage and in honor of Chavez. The Board of Directors of the National Organization for Women also passed a resolution in support of the pilgrimage, and Los Angeles Mayor Richard Riordan announced that a city street would be renamed Cesar E. Chavez Avenue.

Others joining in the march included John Henning, executive secretary-treasurer of the California AFL-CIO; Ralph Jimenez, president of the Labor Council for Latin American Advancement; Edward J. McElroy, AFT secretary-treasurer; and actor Martin Sheen.



Sue Johnson/UFW

More than a thousand Farm Workers and their supporters rally in Sacramento, Calif.

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AFL-CIO NEWS

VOLUME 39, NUMBER 11 MAY 16, 1994



Diann Clodfelter remembers her brother, Homer Stull, who was killed at a Kansas meatpacking plant. **Workers Memorial Day, Pages 8-9.**

Chinese army traffic thickens trade plot

By Michael Byrne

Consumers beware: That toilet seat or window blind you buy may be subsidizing the People's Liberation Army, the arms merchant for Iran and Iraq and the persecutor of the Chinese people.

The AFL-CIO is delivering that message to consumers who shop at Wal-Mart, Kmart, Home Depot and other major U.S. retailers who are selling products received from dummy corporations controlled by the Chinese army.

The irrefutable evidence of these transactions, gathered through an investigation by the AFL-CIO Food and Allied Service Trades Department, means, ''in effect, a subsidization of the Chinese military by U.S. consumers,'' the Executive Council declared.

AFL-CIO President Lane Kirkland said the federation ''would direct attention to the sale and traffic in these Chinese goods at Wal-Mart and other stores in an effort to get these products off the shelves.''

The council, which met with exiled Chinese worker rights activist Han Dongfang, appealed to President Clinton to end most-favored-nation trade privileges for China, pointing out that China has flagrantly violated the human-rights conditions set out by the president in an executive order last year.

''China remains in the grip of a repressive dictatorship that routinely violates the most fundamental

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Drive intensifies for cloture votes as S. 55 looms

Caterpillar cited as example of why fairness bill needed

By James B. Parks

Worker rights advocates stepped up their efforts for workplace fairness as Senate debate was set to begin this month on legislation to ban the use of ''permanent replacements'' for strikers.

The House overwhelmingly passed its version of the bill and a majority would vote for the Senate version, S.55. But the expected Senate filibuster will require 60 votes to break. Grass-roots activity is focused on convincing key senators to support cloture and allow a vote.

The AFL-CIO Executive Council May 10 reiterated labor's determination to get a vote on the grounds, as expressed by AFL-CIO President Lane Kirkland, that you cannot be certain about the vote until the senators cast it.

Grass-roots activity included a rally of more than 20,000 trade unionists and community activists in Peoria, Ill., where the chief sponsor of the bill, Ohio Democratic Sen. Howard Metzenbaum, said the threat of ''permanent replacement'' is having a chilling effect on collective bargaining rights of workers.

Problems between Caterpillar Inc. and its union workers would not have escalated to current levels if workers had the protections against replacements found in S. 55, he said.

More than 14,000 Caterpillar employees have been working under an imposed contract for more than a year after they suspended their five-month strike under the threat of being ''permanently replaced.'' They began an in-plant campaign to force the company to bargain.

There has been little activity on negotiations for a new contract, said UAW Secretary-Treasurer William Casstevens.

Meanwhile, workers walked off the job at Caterpillar's York, Pa., plant in an unfair labor practice strike just a few hours after employees at the Pontiac, Ill., facility ended a two-day walkout.

There have been seven strikes at Caterpillar plants since September, 1993. The Pontiac strike began when a skilled trades worker and UAW activist was suspended without benefit of union representation.

The Coalition for Workplace Fairness, organized by the AFL-CIO Industrial Union Department, has

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Bill Burke/Page One Photography

Hillary Rodham Clinton joins Food and Commercial Workers President Douglas H. Dority, at microphone; Glennis Mitchner, shop steward of Safeway Store 1276 and a member of UFCW Local 400; and James Donald, Safeway division manager, at a Washington-area store. The UFCW was instrumental in getting Safeway to support comprehensive national health care reform, which the national supermarket chain will advertise on its grocery bags.

Health care reform battle heats up

Council reinforces no benefits tax, fair financing

By Colleen M. O'Neill

With grass-roots union activism holding some recalcitrant lawmakers' feet to the fire, the AFL-CIO Executive Council spent much of its spring meeting on the issue, including a visit to the White House for a personal discussion with President Clinton.

House and Senate leaders say they plan to move legislation out of committees by the end of May, and the council is seeking to shore up support for the employer mandate aspect of Clinton's Health Security Act, as well as to shoot down a proposal to tax employer-provided health benefits, which is commanding a great deal of attention on Capitol Hill.

On the subject of taxing employer-paid benefits — the most hated proposal for workers and their unions — Health and Human Services Secretary Donna Shalala told the council that she and others ''are under orders from the president to keep the deal that we made'' in the administration's original health care reform proposal.

The Clinton proposal calls for no taxes on current employer-paid benefits and unions could continue to bargain for superior benefits. After 10 years, only benefits in excess of the comprehensive coverage would be taxed.

But with employer groups mounting effective lobbying campaigns against a ''mandate'' for employers to pay for health care, some congressional committees have begun to look at taxation of employee benefits as a way to make up lost revenue.

Shalala said the administration wasn't buying into that and would not be sending any ''signal to the Hill that we would agree to the benefits tax.''

Shalala was firm on the retention of a mandate on employers to pay their fair share of the cost of health care for their workers.

Continued on Page 3

ORGANIZING

Election set at AK Steel

The Steelworkers, who recently won a representation election at the Middletown (Ohio) Tube Works by a 49-5 vote, have their sights set on several other Middletown and nearby plants.

The National Labor Relations Board ruled that the USWA can hold a representation election for 3,500 workers at an AK Steel mill now represented by the Armco Employees Federation.

The USWA also is seeking to represent workers at PreFinished Metals in Middletown and Shelby Welded Tube in Shelby, Ohio.

In approving the election, the NLRB rejected charges by AK Steel that the unaffiliated union failed to bargain in good faith and that it collaborated with the USWA to allow the election.

SEIU opens state campaign

The Service Employees kicked off an organizing campaign among workers at private human service agencies in Massachusetts, where efforts to slash public jobs and shift those responsibilities to private sector firms already have cost some 5,000 jobs, the union said.

The organizing drive will seek to sign up those private service workers — who are employed by 400 different agencies — and negotiate a statewide agreement, said SEIU Local 509 President Sandy Felder.

Union member organizers began leafleting worksites in Boston and other areas.

The private agency workers are in both professional and paraprofessional classifications, employed as counselors at treatment centers and community programs, social workers and psychiatric workers. Key organizing issues are workload and staffing concerns, wages and winning an equal voice for workers.

Gulf Coast 'salted'

The Houston Gulf Coast Building and Construction Trades Council is salting non-union construction sites with union members who watch for safety violations and make contact with workers with an eye to organizing to protect their rights.

''Salts'' are credited with adding 60 members for IBEW Local 716 and a new agreement for Painters Local 130 with Fontenot Petro-Chem and Marine Service, said Gary Horton, AFL-CIO Region IV director.

Council President Ronnie Raspberry says the project, begun early this year, has ''brought the trades together as never before.''

Seafarers make waves

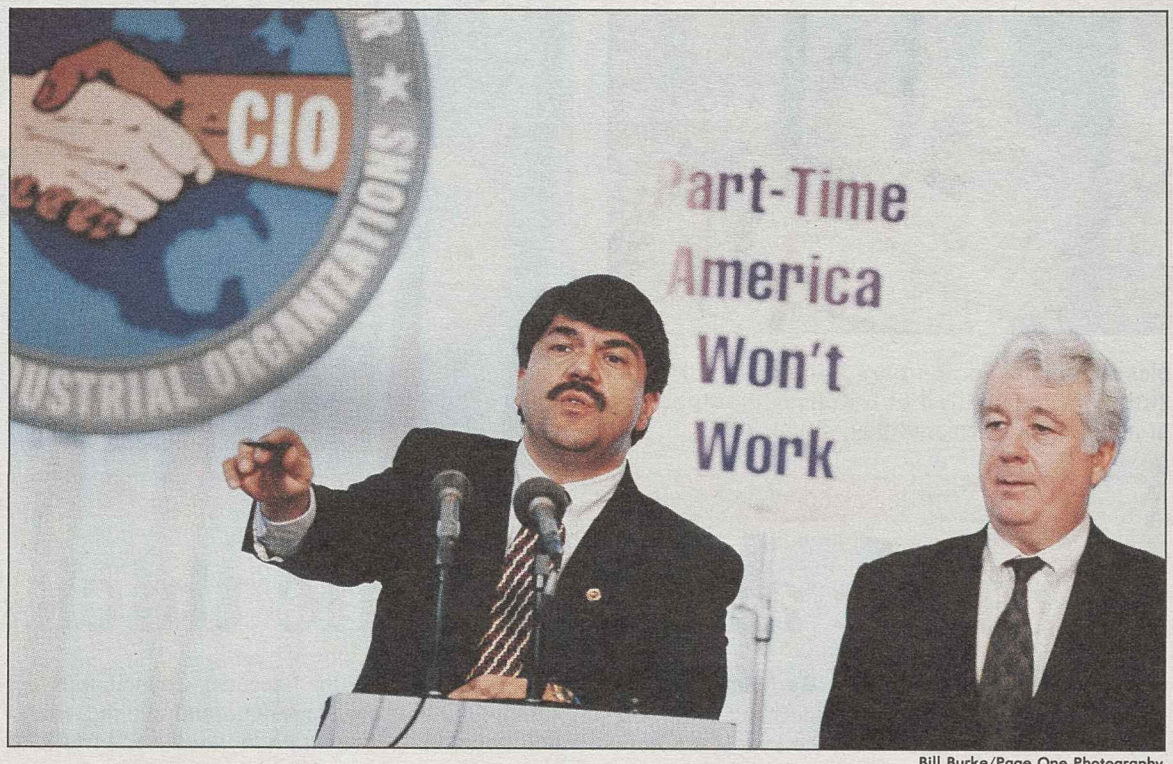
Crew members on the 15-boat fleet of E.N. Bisso said ''union yes'' to the Seafarers in an NLRB election.

The 74 crew members work in ship docking operations at ports from the Gulf of Mexico to Baton Rouge, La.

IUE certified at Delco

The Electronic Workers were certified by the NLRB as the bargaining agent for workers at a General Motors Corp./Delco battery plant in Anaheim, Calif.

The 310 workers had voted in the IUE last December, but the union victory was not certified until challenged ballots were counted last month.



Bill Burke/Page One Photography

AFL-CIO Vice President Richard L. Trumka and TNG's Doug Cuthbertson field reporters' questions.

Unions take heart in San Francisco

By Candice Johnson

Some 2,600 union members struggling against the union-busting tactics of two San Francisco newspapers — the Chronicle and the Examiner — now have the coordinated backing of the entire labor movement.

The AFL-CIO Executive Council pledged that support through its Strategic Approaches Committee, which is no stranger to union-busting newspapers. The committee has coordinated labor support for workers at the New York Daily News and the Pittsburgh Press, among many other struggles.

The eight San Francisco unions, working together under the umbrella Conference of Newspaper Unions, have been without a contract since last November. Negotiations have been stymied with management's hiring of the notorious Nashville, Tenn., union-busting law firm of King and Ballow to lead its negotiations.

Representatives of the Teamsters, Communications Workers, Graphic Communications and Newspaper Guild met last week with the Strategic Approaches Committee to outline their bargaining situation and to seek the solidarity and support of the entire labor movement.

Committee Chairman Richard L. Trumka of the Mine Workers, announcing at a news conference that the committee would help the unions take on the Chron-Ex management's hired guns, noted that the workers have only one objective — a fair contract.

''We are now serving notice that the entire labor movement is on the side of the San Francisco newspaper workers,'' he declared.

The council noted that the unions are organizing ''in-plant solidarity activities'' and have stepped up other efforts, including plans to conduct a subscription cancellation campaign and other activities.

The AFL-CIO has dispatched field representative George Curtin — who headed the Pittsburgh Press effort — to serve as coordinator for the unions. Ed Feigen of the AFL-CIO Organization and Field Services staff will coordinate the solidarity program outlined by the Strategic Approaches Committee.

The AFL-CIO established the support committee in 1986 to help the Steelworkers in their strike at USX. Since then, some two dozen cases, not all strikes, have been brought before the committee. Most recently, the committee spearheaded support for the UMWA campaign against the Bituminous Coal Operators Association.

Management's hiring of ''an outside consultant which has a reputation for attempting underhanded, union-busting tactics at newspapers in cities across the country'' made a tense bargaining situation much worse, Trumka said. ''Whatever course is taken by the union members at the San Francisco newspapers to gain a fair collective bargaining agreement, they can count on us,'' he added.

Doug Cuthbertson, who heads the conference, noted that the unions have bargained jointly — and successfully — for the past 26 years. But this year, management brought in King and Ballow, who also led the ''negotiations'' at the Chicago Tribune and the New York Daily News, and refused to continue joint talks. The unions have filed unfair labor practice charges of bad faith bargaining.

The Chron-Ex publishers are demanding wage freezes for some workers and cuts for others, layoffs and job cutbacks and the elimination of the youth carrier system that would result in the loss of more IBT jobs.

The newspaper unions called the support of the Strategic Approaches Committee ''a big boost'' and pledged to turn back ''this vicious campaign that threatens to destroy the good jobs and quality of life'' for newspaper workers and their families.

''Our message to the Chronicle and Examiner managements is this: If you want to build a prosperous enterprise, our union members will work with you, as we do at many firms where successful management works with employees in a true partnership,'' the unions declared in a statement.

''But if you really yearn for a union-free environment and choose to bring in outsiders to do your dirty work, you will face the strength and solidarity of millions of working families from across America.''

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LEGISLATION



Steve Yarmola/AFL-CIO News

Health and Human Services Secretary Donna Shalala discusses health care with the Executive Council.

Grass-roots efforts show results

Continued from Page 1

"I don't know how we get to universal coverage without employer mandate," she said. "The employer mandate is the fairest way to do it . . . and there needs to be some fairness in the system."

Before receiving the council at the White House, the president visited the AFT legislative conference, where he noted the link between health care reform and a healthy national economy that is not distorted by the cost of health care.

The House Ways and Means Committee, chaired by Rep. Dan Rostenkowski (D-Ill.), is slated to begin marking up legislation the week of May 23, while House Energy and Commerce Chairman Rep. John Dingell (D-Mich.) is working toward a consensus to vote his version out of committee, AFL-CIO Legislative Director Robert M. McGlotten reported.

To that end, many union presidents sent letters to Rostenkowski, and to Senate Finance Committee Chairman Daniel P. Moynihan (D-N.Y.), reaffirming labor's support for the employer mandate and urging fair tax treatment for health benefits. **(Excerpts at right).**

The House Education and Labor Committee, under the direction of Rep. William D. Ford (D-Mich.) may push back its mark-up until June, he said, but he indicated the process would be speeded up if a consensus could be reached within the committee.

Ford and a member of his committee, Rep. Pat Williams (D-Mont.), weighed in with their total support for the mandate on employers to provide health insurance and against the taxation of employee benefits in a recent letter to Clinton.

"Taxation of worker benefits, whether on the employer or employee side, is totally unacceptable and will jeopardize our support for your bill," the letter said.

McGlotten said the focus of House efforts would be to have a completed bill by the July 4 recess.

The two Senate panels with primary jurisdiction have yet to act on legislation, although Sen. Edward M. Kennedy, chairman of the Labor and Human Resources Committee, put forth his alternative May 9, with mark-up set for the week of May 16.

AFL-CIO Employee Benefits Director Gerald M. Shea reported to the council on ongoing efforts in the field. "We can take real pride in the mobilization of members we've accomplished," he told the council. "All the work we did last winter on education with local unions is now paying off in a major way.

"We've got the strongest support network in the nation," Shea said, "and we're getting recognition for our efforts — mobilizing employers, delivering support from companies," including effective recruiting of small business owners, he said.

Chief among the high-profile activities has been the Communications Workers event with Ameritech in Milwaukee and the Food and Commercial Workers' ventures with the Safeway and Pathmark grocery chains. The day before the council meeting opened, Pathmark announced its support for comprehensive reform and agreed to carry that message on its bags, just as Safeway had done the week before.

Other activities described by Shea and Charles Stott, the AFL-CIO health care task force coordinator, include hundreds of thousands of phone calls from the AFSCME phone banks, letters from trade unionists all over the nation to their newspapers and their members of Congress, mailings from the AFL-CIO and its affiliates to activists in the field and Legislative Action Committee meetings. Specifically:

- Nearly 620,000 pieces of mail have been sent by the federation to brothers and sisters across the country.
- Full-time organizers/staff members from the AFL-CIO and affiliates are in place in 29 key congressional districts.
- The Health Care Reform Project — of which the AFL-CIO and several affiliates are founding members — has run radio, television and print ads nationwide in support of the key principles of comprehensive reform, including opposition to taxing health care benefits.

The recruitment of employers is picking up steam, Stott noted, and shows that the opponents of reform who claim to speak for business — especially small business — are in fact representing only a small minority opinion.

'A huge tax burden on working families'

The following are excerpts from the letters sent by international union presidents to Sen. Daniel Patrick Moynihan (D-N.Y.) expressing their health care experiences and legislative concerns:

"A reduction or an elimination of the employer deductibility of health insurance would be just as unfair as taxing employees directly. Such an action would substantially increase the costs of providing coverage and would lead to further wage reductions or reduced benefits."

— J. Randolph Babbitt
Air Line Pilots

"The standard of living for all our members, including the 4,000 members (and their families) who work in the state of New York, has been hammered by health costs. Over the last four to five years, the health care costs of our New York members have risen approximately 30 to 35 percent. In our most recent contract with Entenmann's, which is located in Bayshore, L.I., and employs 1,200 BC&T members, health care costs grew by 63 cents per hour, while wages rose by only 30 cents an hour."

— Frank Hurt
Bakery, Confectionery and Tobacco Workers

"During the course of contract negotiations compromises are made; wage increases are sacrificed for improved benefits. Once a contract is signed, our members are able to budget their expenses based on the income they can expect to receive. To place new taxes on the benefits we negotiated will effectively cut our pay. To punish the employers and employees who have accepted the responsibility of collective bargaining and worked to maintain our nation's standard of living is wrong."

— Charles W. Jones
Boilermakers

"Since 1984, the New York City District Council of Carpenters has seen the percentage of increase in their hourly base income decline steadily from a 1984 high of 5.4 percent to -2.63 percent in 1993. At the same time, the amount being contributed to their health and welfare fund has increased from an hourly rate of $2.27 in 1984 to $5.92 in 1993. A change in the tax treatment of benefits or contributions would constitute a benefit cutback and a huge new tax burden on working families."

— Sigurd Lucassen
Carpenters

"To give you an idea of what is going on right now in the New York City area, the premium hourly rate for Ironworkers at Local No. 40 is $5.85; Local No. 46 is $6.06; Local No. 197 is $4.35; Local No. 361 is $5.85 and Local No. 580 is $4.39. On a nationwide scale, our health care insurance is approximately $5.00 per hour for each Ironworker. Even then, many of our members are faced with reduced health care protection and higher out-of-pocket costs which squeeze their family budgets even more. Simply put, our workers cannot continue to shoulder the burden of cost shifting."

— Jake West
Ironworkers

CAPITOL DIGEST

The AFL-CIO strongly endorsed legislation to exclude defined contribution retirement plans such as 401(k)s and Individual Retirement Accounts from the asset test required when workers apply for public assistance in time of need.

Senator Patrick Leahy (D-Vt.) will soon introduce legislation to change the current federal law. Workers caught in recessions, corporate downsizing and other layoffs now are forced to liquidate their pension plans before they can qualify for government benefit programs such as Food Stamps, Medicaid, or Aid for Families with Dependent Children.

"These retirement programs are designed to provide income stability in retirement years. Forcing workers to liquidate these long-term assets now will only make it more likely that in later years these same workers will be forced to turn to the government for further assistance," AFL-CIO Legislative Director Robert M. McGlotten said.

"If the level of assets in these programs is counted as income, then many workers and their families caught in economic turmoil beyond their control will become ineligible for these very important transitional benefits. This legislation is a practical and humane remedy to a serious problem which tens of thousands of workers face when they lose their jobs," he said.

Elsewhere on Capitol Hill:

EDUCATION — The AFT praised President Clinton's signing of the School-to-Work bill May 4, calling it an example of "extraordinary cooperation" between the administration and groups that have long sought such programs.

The bill is the "first national response to the calls of educators, business people and the labor movement for rigorous academic programs for the majority of students who do not intend to go to college, but who will nevertheless need strong academic skills to succeed in the modern, demanding workplace," AFT President Albert Shanker said.

TRANSITION — Rep. David Obey (D-Wis.), who has worked closely with labor during his 12 terms in Congress, was elected chairman of the House Appropriations Committee.

He took over the committee following the death of Rep. William Natcher (D-Ky). Obey was first elected in 1969 and has compiled an 88 percent "right" AFL-CIO voting record.

You can add your voice to the chorus for Workplace Fairness, health care reform, OSHA reform and other important legislation by calling your senator or representative at 202/224-3121.

Organizing innovations boosting union efforts

Data base, institute work to overcome union busters

By Candice Johnson

An expanded computer network gives affilated unions almost immediate access to organizing information, from representation and decertification election filings and results to union-busting activity and trends.

The innovative data base run by the AFL-CIO Department of Organization and Field Services and the latest developments in the 5-year-old AFL-CIO Organizing Institute highlighted an organizing report to the Executive Council at its May meeting.

Information now is available weekly on election and decertification petitions filed with all 34 National Labor Relations Board offices, as well as summaries of activity by individual unions and new information on union-busting consultants and the employers that hire them, reported Service Employees President John J. Sweeney, who heads the committee on organizing.

Vincent O'Brien, assistant director of organization and field services, provided council members with breakouts on each union's organizing activity, which he said would be supplied to affiliates on a quarterly schedule.

The second phase of the tracking system, on-line since February, gathers and categorizes union-busting activity and provides statistical and reference data to help unions and organizers.

Another feature allows unions to search and cross reference data by industry, and to obtain more timely information on election filings. O'Brien demonstrated how the bargaining unit activity program could be used to gain information on win-loss rates, campaign locations and overall track records, and by specific industry or worker occupations.

A sample cross-section of affiliate activity from last November through May 6, searched under the code words ''nurse'' and ''hospital,'' revealed 36 NLRB petitions, O'Brien said. Thirty of these were representation petitions, covering 2,900 workers, and the remaining six were decertification petitions.

The sample's win rate was 64.7 percent, well above the national union average, he noted.

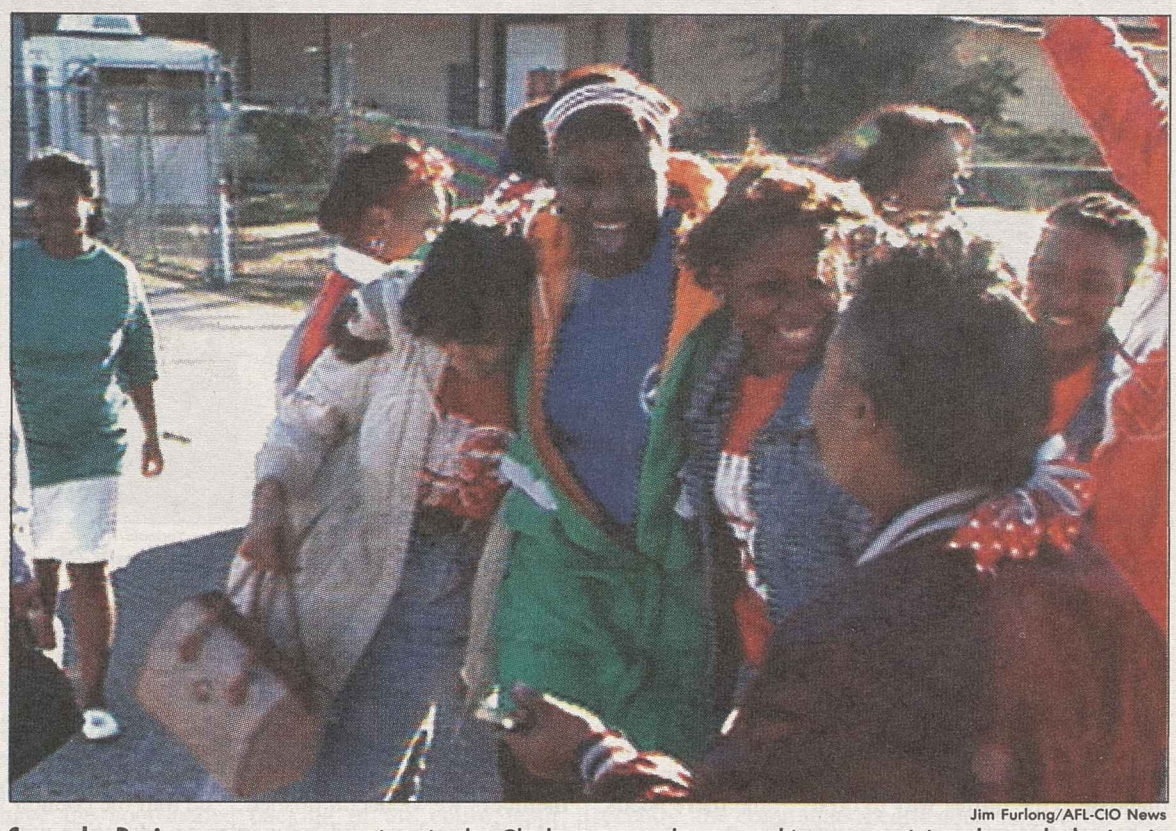
Obtaining prompt information on decertifications is critical because, in many situations, union supporters were ''able to move in and convince some of those people who filed decertification petitions to withdraw them,'' O'Brien said.

It's much more effective to hear of a decertification effort five days after the filing than five days before the election, he added.

The system has information on 500 union-busters, with much more being added, O'Brien said. ''We try to get the edge on union-busters'' with a complete and current record of their activity that organizers can use.

Council members also discussed the future possibility of adding first-contract information to the system, a step that would create a central clearinghouse for contract data.

Sweeney was one of several council members who praised the work of the Organizing Institute, saying the SEIU considered it to be ''a tremendous help'' in motivating local leadership, providing organizers and helping to train organizers.



Jim Furlong/AFL-CIO News

Cassandra Davis, center, an organizer in the Clothing and Textile Workers' successful 1991 campaign at Earle Industries in Arkansas, celebrates with workers after the representation vote in a scene from an AFL-CIO Organizing Institute recruitment video. Davis is a member of the Teamsters who moved into organizing through the institute. Despite the joy in Earle that day, ACTWU President Jack Sheinkman told the council, the workers two-and-a-half years later still have not gained a contract as the company, like so many others, has avoided bargaining in good faith.

Richard Bensinger, executive director of the institute, pointed to a number of successes by the institute in its first five years. ''Our numbers are up, we've had as many interns in the field this year as in all of the previous years of the program combined. We're being inundated by requests for interns and apprentices, and we're involved in 50 separate organizing campaigns this summer.''

But we're also ''sobered by the inadequacies of the law and the brutality of the organizing arena and employer campaigns,'' he added.

Allison Porter, who heads the institute's recruitment efforts, described the effort to ''reach out and recruit a new generation of organizers, from rank-and-file and activists circles.'' Also key is the role of experienced organizers in recreating themselves, with participants trained through experience and in the field, she said.

But this outreach ''has to result in organizers who can win. That's what unions are looking for: people with the talent and commitment to succeed,'' she said.

Most institute organizers are rank-and-file union members, although most recent publicity has focused on the one-quarter who are recent college graduates, Porter noted. She outlined efforts to bring in greater numbers of Asian organizers, through coordination with the Asian Pacific American Labor Alliance, and other minority members.

Since the first class in November 1989, more than 2,000 people have attended new training programs, and some 300 have graduated. Institute organizers have been active in more than 250 campaigns, helping to win union recognition for 47,000 workers.

The institute's assistant director, Mark Splain, explained the two-year-old elected leader task force, which seeks to communicate and spread the techniques of unions that are successful in organizing.

The group shares information on organizing and resources, and successfully counters the myth that the labor movement is dying by pointing to organizations that are vibrant and growing, he said.

Steelworkers President George Becker said his union's involvement in the institute accomplished two important things: it helped to increase the number of women and minorities in the USWA's organizing program and it brought about a renewed focus on organizing by local unions.

With the help of the institute, and through a joint program with the Clothing and Textile Workers, USWA has turned around an abysmal organizing record in Texas, winning 12 of 13 campaigns, Becker said.

ACTWU President Jack Sheinkman applauded the work of the institute and noted that two-thirds of ACTWU's lead organizers come out of the program. While unions still face the big problem of winning a first contract, the Organizing Institute is a big plus, he said.

Organizing victories range from hospitals to oil refineries

In the first three months of 1994, 1,456 representation petitions were filed with the National Labor Relations Board, covering nearly 85,000 workers, Organizing Committee Chairman John J. Sweeney told the Executive Council.

Among this year's victories highlighted in Sweeney's report:

- The Service Employees won an election covering some 600 workers at the New England-based Chaulk Services, the operator of 31 ambulance stations.
- AFSCME won a campaign among 140 workers at the Iowa Veterans Hospital in Marshalltown.
- Food and Commercial Workers was voted in by 131 workers at the Mount View Health Care Center in Moundsville, W. Va.
- The UAW was voted to represent 170 workers at an Ann Arbor, Mich., auto supply company.
- The Laborers won an election among 115 workers who build boats for Genmar Industries Inc., in Minneapolis.
- Some 181 workers at Penn Tab Co., an Industry, Calif., producer of school supplies, voted in the Graphic Communications Union.
- The Paperworkers won an election among 120 production workers at Georgia Pacific Corp. in Monticello, Ga.
- A unit of 50 workers at Baltimore's Col Tex International voted in the Ladies' Garment Workers.
- The Electronic Workers won an election covering 50 recycling workers at Newell Recycling Co., in San Antonio, Texas.
- The Hotel Employees and Restaurant Employees were voted in by a unit of 50 workers at AFA dining services in Philadelphia.
- The AFT won an election among 196 school employees at Rotteham-Mohonasen Central School District in Schenectady, N.Y.
- Some 74 crew members who work on the 15-vessel fleet of E.N. Bisso, a New Orleans tug operator, voted in the Seafarers.
- Some 76 workers at Mar-Com Inc., a mobile ship repair service in Vancouver, Wash., voted for union representation by the Boilermakers.
- Other organizing successes include the Steelworkers' campaign at Verosol, Inc., in Pittsburgh; the Bakery, Confectionery and Tobacco Workers win at Vie de France Bakery in Vienna, Va.; the Machinists' victory at IES Rail Car Services in Cedar Rapids, Iowa; the campaign by the Mine Workers at UEC Coal Testing Labs in Logan, W. Va.; and the Oil, Chemical and Atomic Workers' election at the Conoco refinery in Denver.

— Candice Johnson

Council presses rights case in Uruguay trade deal

By John R. Oravec

Congress should not approve the Uruguay Round world trade agreements without assurances that a process will be established to ensure worker rights, the AFL-CIO said.

The 22,000-page multilateral accord signed by the United States and some 120 countries negotiated under the General Agreement on Tariffs and Trade carries no formal language linking labor standards to the expansion of trade.

''Regrettably, the overall agreements offer little, if anything, that is positive for working people and their communities,'' the Executive Council noted in a statement. It warned that the trade pact provisions ''will certainly cause enormous disruption and job loss in the U.S. textile and apparel industry.''

Because of the complex and extensive issues that the accord encompasses, the council said ''utmost care'' must be taken in drafting the enabling legislation.

The proposed legislation, which the Clinton administration is expected to introduce this summer, should include further areas of standards, trade rules and financing to address the interests of working people, the council said.

It underlined the need for the administration to continue its efforts to establish a working party in the emerging World Trade Organization, the product of the GATT signing, to examine the relationship between worker rights and trade.

''It is particularly important that the administration find a way to ensure that the industries that benefit from these agreements replace the estimated $40 billion in revenue losses that will result from tariff reductions,'' the council pointed out.

The council also endorsed legislation introduced by House Majority Leader Richard A. Gephardt (D-Mo.) giving President Clinton authority under fast-track procedures to negotiate a free trade agreement with Chile that must include enforceable provisions on labor rights and the environment.

The legislation follows a joint statement issued in March by the AFL-CIO and the Chilean labor federation CUT calling for trade negotiations between the two countries on a bilateral basis, rather than an accession of the North American Free Trade Agreement.

The Gephardt measure ''provides a framework for achieving the goals of workers in both Chile and the United States, and gives additional support to President Clinton's objectives of including worker rights and the environment in trade agreements,'' the council said.

Identical legislation was introduced in the Senate by Sen. Harris Wofford (D-Pa.).

While the federation has called for prompt passage of the bill, a group of Republican senators, including Minority Leader Robert S. Dole (Kan.), voiced strong opposition to the measure.



Jack Miller/Miller Photography

Members of several unions gathered outside Sony Corp.'s New York City headquarters to protest the company's involvement in possible union election fraud at its Mexican facilities, and the subsequent beating of workers who protested the vote.

In a letter to U.S. Trade Representative Mickey Kantor, they said ''any legislation granting fast-track authority that could be used to negotiate on labor and environmental issues should be carefully considered and fully debated in Congress before such negotiations take place.''

The Senate Republicans also said they were opposed to pursuing labor and environmental issues in the next round of multilateral trade negotiations under the WTO.

In signing the world trade pact in Marrakesh, Morocco, the GATT signatories agreed informally to have worker rights on the agenda of a future WTO meeting.

AFL-CIO Secretary-Treasurer Thomas R. Donahue, reporting to the council on the GATT meeting and other trade matters, credited the Clinton administration for keeping the foot in the door on worker rights. Other international labor organizations, at the urging of the AFL-CIO, had pushed their governments on the issue, he said.

Donahue also pointed to the continued job loss in the wake of NAFTA, noting that the Labor Department has received petitions for trade adjustment assistance from displaced workers at 93 companies located in 28 states by the end of April. The so-called bridge program for such assistance started Jan. 1.

Some 2,750 workers from 30 U.S. plants were certified to receive assistance. The Labor Department said 23 of certifications were based on a shift of production to Mexico; six were tied to increased customer imports and one was linked to company imports from Canada.

States in all sections of the United States were affected by the job losses, Donahue noted. But based on the filings, the hardest hit were workers at 14 firms in Pennsylvania, 10 in Washington, nine in New York, seven each in New Jersey and Tennessee, six in Texas and five in Massachusetts.

Meanwhile, two unions called on the Labor Department to conduct public hearings on charges that Honeywell Inc. and General Electric Co. violated worker rights provisions under NAFTA for firing employees in union organizing campaigns in Mexico.

The Teamsters and the unaffiliated United Electrical Workers said the hearings are essential to assure that the discharged workers receive full examination of the charges by the Labor Department's National Administration Office.

''This investigation ought to take place in public view and not behind closed doors in Washington,'' IBT President Ron Carey said.

Unions prepare worker on-ramp to 'information superhighway'

By Michael Byrne

The AFL-CIO will examine the implications of the so-called information superhighway, ensuring that workers can get on and off without being run over as ''technology races ahead at an unprecedented pace.''

In announcing the formation of a Committee on the National Infrastructure, AFL-CIO President Lane Kirkland noted that labor ''has always had a tremendous stake in the progress of technology.''

''On the one hand, it causes enormous dislocation and the loss of jobs for many,'' Kirkland said. ''But it also creates new industries, new jobs and with them, new opportunities. The labor movement cannot be left behind.''

To chair the committee, Kirkland selected Communications Workers President Morton Bahr, who has been grappling with the issue as one of two labor members of Vice President Gore's National Information Industries advisory council. The other labor member of that panel, Jack Golodner, president of the Department of Professional Employees, also was named to the committee.

Bahr described the emerging industry as the convergence of four separate and distinct industries — telephone, cable, broadcasting and satellite communications — and said a major issue, as in the debate over comprehensive health care reform, would be whether there would be universal coverage or only universal access.

''How can the everyday citizen access information?'' Bahr asked. ''Will it be in our schools and in our communities so that everyone can take advantage of it regardless of their level of affluence. We need to keep the nation's interest at heart, rather than the bottom line.''

The telephone and cable industries would like us all to be couch potatoes, he said, ''so they can feed us video on demand, home shopping and interactive games. But this technology has the ability to reshape education and could open new horizons in medical care for people who have to stay in hospitals for monitoring. And it should create high-skill, high-wage jobs.''

The committee, which will report to the August council meeting, also includes John J. Barry of the Electrical Workers, Gloria Johnson of the Electronic Workers, Douglas H. Dority of the Food and Commercial Workers, John J. Sweeney of the Service Employees, Albert Shanker of AFT, Alfred W. DiTolla of the Stage Employees, Vincent R. Sombrotto of the Letter Carriers, James J. Norton of Graphic Communications, John Leyden of the Public Employee Department and Bruce A. York of the Television and Radio Artists.

Kirkland also replaced members of the Article XX committee, whose two consecutive terms had run out. New members are Linda Chavez-Thompson of AFSCME, Richard L. Trumka of the Mine Workers, Norton, Dority, George Becker of the Steelworkers and Ron Carey of the Teamsters. Michael Sacco of the Seafarers has served only one term and will return to the committee.

In other action, the council:

- Heard COPE Director Richard Walsh report that the November elections would present major challenges for Democrats seeking to retain majorities in the House and Senate, particularly in the wake of a record number of retirements. Walsh reported a commitment from the Democratic National Committee that all coordinated state campaigns would be approved by state AFL-CIOs before they are implemented.
- Heard a report from Strategic Approaches Committee Chairman Trumka that the federation's efforts on behalf of striking workers at the Frontier Hotel in Las Vegas would be expanded in the near future to prepare for new rounds of bargaining with major hotel-casinos in that city. Trumka also said the committee would be surveying all affiliates to determine how best to meet their needs in strategic campaigns.
- Heard from William Slate III, the new president of the American Arbitration Association, who vowed to continue the AAA tradition of defending collective bargaining. Slate acknowledged current criticism of the AAA for increasingly handling non-union cases and promised to convene a group to work with labor to develop ways to improve the cost and timeliness of arbitration decisions.

Council: Justice requires end to MFN for China

Continued from Page 1

human rights of its own people,'' the council said. ''The Beijing regime doesn't deserve to engage in a normal trading relationship with the United States.''

Clinton, who has until June 3 to decide whether to recommend extension or denial of MFN, has been besieged by lobbyists from U.S.-based multinational corporations ''who profit from Chinese repression,'' the council said, pointing to a survey of foreign-owned and joint-venture manufacturing facilities that break China's weak labor laws with impunity.

''Of those workers surveyed, 63 percent were forced to labor seven days a week without a day off, 42 percent worked more than 10 hours a day and more than two-thirds received wages lower than those that prevailed in their home areas.''

Han told the council ''the relationship between workers and management — whether government-sponsored enterprises, joint ventures or foreign ventures — has become more and more tense.'' Government figures show 1,500 strikes this year alone ''and all of these strikes have been suppressed through a variety of means,'' he said.

Han, who received the 1993 George Meany Human Rights Award for his defense of worker rights, has been refused re-entry into China since he sought medical treatment in the United States for the ailments he incurred as a political prisoner in the Chinese gulag. He was arrested for his role in co-founding the independent Beijing Autonomous Workers Federation in 1989 at the height of the Tiananmen democracy movement.

He described some of the horrors he endured during two years in prison, where he was deliberately exposed to tuberculosis. ''When I was sick, they inserted a needle in my hand — all the way through my hand. They also inserted a straw all the way through my nasal cavity,'' he said.

Han was forcibly thrown across the border when he tried to enter China from Hong Kong, where he now publishes a magazine, China Labor Bulletin, that is being distributed to Chinese factory workers through a covert workers' network.

''It is my hope that through our efforts we can encourage the workers of China to realize the power they do have within China's laws,'' Han said. ''I believe the China labor movement may be one of the most important aspects of the movement to bring political democratization to China.''

The undercover efforts by FAST have spotlighted both the Chinese forced labor system that produces goods for export and the pervasive influence of China's PLA in moving consumer goods into the U.S. market.

At a Capitol Hill news conference last year, FAST Secretary-Treasurer Jeffrey Fiedler and former Chinese political prisoner Harry Wu presented documentation that hoists and levers sold by a U.S. company were made by forced labor in the Chinese prison system.

Council members expressed outrage at the PLA activity and U.S. business acquiescence and participation after viewing an NBC ''Dateline'' report, broadcast nationwide May 10, that featured Fiedler and an array of goods imported through PLA front companies.

Fiedler displayed the Chinese-made rifle he bought at Kmart and the $5 window blinds he bought at Wal-Mart — both made and imported into this country by NORINCO, the principal company of the PLA.



Steve Yarmola/AFL-CIO

Han Dongfang, the 1993 George Meany Human Rights Award winner, thanks the AFL-CIO Executive Council for its support for worker rights in China. Han has been refused re-entry into China because of his expressed intent to continue organizing independent trade unions.

In one segment, a representative for NORINCO explained how the company used front corporations because NORINCO is associated ''with things that are not so good,'' including heavy arms sales to Iran and Iraq.

Even more galling was an interview with Gen. Alexander Haig, former Nixon chief of staff and Reagan secretary of state who now represents many U.S. corporations doing business in China. He defended the Chinese military as a force for reform and described making money through trade with the Beijing tyrants as ''the American way.''

Exporting this ''American way'' has meant importing a rising stream of cheap Chinese goods, ''including flooding our streets with tens of thousands of inexpensive assault rifles,'' the council noted. The social and economic cost includes an estimated U.S. trade deficit with China of more than $30 billion this year, and the resulting loss of U.S. jobs.

Toy stuffed animals being sold in the gift shop at the Smithsonian Institute, the NBC report noted, once were made by U.S. workers but now are produced in China, and imported through NORINCO.

''Given the huge profits that are being made, it is no surprise that multinational corporations are the most ardent supporters of the Beijing regime's unlimited access to the American market — and that they see a link between human rights and trade as a threat to their own bottom lines,'' the council noted.

''The facts are clear. China has flagrantly violated the conditions laid out in President Clinton's executive order. Justice requires that the president end MFN for the Chinese dictatorship.''

The president's conditions on MFN require the Chinese government to make ''overall, significant progress'' toward allowing Chinese citizens the most basic freedoms, including the freedoms of association, expression, assembly and emigration. They also require China, among other things, to take significant steps toward releasing all political prisoners, ceasing religious persecution and ending its repression of the Tibetan people.

''Rather than comply with these requirements, the Chinese dictatorship has escalated its violations of fundamental human rights,'' the council said. It cited a number of democracy and labor movement activists, detained without any formal charges, still languishing in prison.

''Among them is Wei Jingsheng, who had been released from a 14-and-a-half-year prison sentence only a few months prior to his recent arrest,'' the council stated. ''Some labor leaders, including Han Dongfang, remain in forced exile.''

Han told the council how several of his friends were arrested in March ''for wearing T-shirts that expressed association with the free trade union movement. The government said by wearing such slogans, they were contributing to unrest in the society.''

Han expressed his gratitude to the AFL-CIO for its support, noting that ''at this time, the international workers movement's support is absolutely indispensible to our efforts.''

Clinton urged to extend efforts to counter Haiti abuses

The AFL-CIO urged the Clinton administration to go further in its efforts to end the massive human rights abuses inflicted on the Haitian people and to bring about the prompt return of democracy there.

The federation's Executive Council welcomed recent moves by the administration and the United Nations to interview Haitian refugees rather than forcibly repatriate them. But the policy, to be effective, must include moving the interviews of refugees to land in a nearby country or the U.S. naval base at Guantanamo, Cuba, the council said.

The council statement condemned the murders of civilians and the targeting of trade union and democracy activists by Haiti's military regime, which ousted the duly-elected government of President Jean-Bertrand Aristide.

As an example of the dangers for trade unionists, the council reported that Jean-Philippe Gestner, the acting general secretary of the General Organization of Haitian Workers, the country's largest confederation of workers, has been forced to flee the country after receiving death threats.

The council reiterated its strong support for the provision of temporary shelter for Haitian refugees until they receive a thorough asylum review. Further, it called for full diplomatic backing for the Aristide government in exile and a full economic embargo with humanitarian assistance.

Finally, the council urged the closing of legal loopholes that allow more than 80 U.S.-based corporations to evade the trade embargo imposed on the Port-au-Prince regime and import Haitian-made goods into the United States, worth $154 million in 1993. It also called for the immediate suspension of Haiti's trade privileges under the Generalized System of Privileges.

AFL-CIO President Lane Kirkland met with Aristide and a group of exiled Haitian trade unionists in October, reiterating the federation's support for his democratic government as expressed in a resolution of the AFL-CIO convention earlier in the month.

''We deplore the failure of police forces to move to guarantee the safety of the citizens,'' the convention said. ''President Aristide is the democratically elected president of the country. The people have made clear he is their rightful leader.''

The Haitian trade unionists have held consultations with Aristide, the military regime and other political leaders in an effort to return democracy to their country, said David Jessup, director of human and trade union rights at the AFL-CIO American Institute for Free Labor Development.

AIFLD has maintained an office in Port-au-Prince throughout the crisis. The office, operated by George Exceus, has become a haven for Haitian trade unionists to meet and hold discussions that otherwise would be too dangerous, Jessup said.

Labor looks to future after South African vote

By James B. Parks

On the day Nelson Mandela was inaugurated as the first elected president of a new South Africa, the AFL-CIO reaffirmed its commitment to assisting that nation's trade union movement in its quest for a free, just and democratic society.

"We commend the South African labor movement for the crucial role it played in leading its country towards democracy and in ensuring the integrity and fairness of the political process," the Executive Council said.

At the invitation of the South African labor movement, 110 trade union leaders from 25 AFL-CIO affiliates and related organizations acted as official observers of the April 26-29 election. The delegation visited about 1,500 voting stations in 12 regions of the country, agreeing that despite some problems in vote counting, the election was free and fair.

An unprecedented number of trade unionists were elected to the new South African parliament. Jay Naidoo, former general secretary of the Congress of South African Trade Unions (COSATU), is a minister in the new cabinet and will coordinate the reconstruction and development program (RDP), the cornerstone of Mandela's domestic program that was initiated and developed by COSATU.

Now that the election is over, the AFL-CIO recognizes "the extraordinary challenges still to be overcome by the South African people and the government," the council said.

"Those who now assume office will be called upon to unify the country, redress the social and economic inequities that are the legacy of apartheid, provide economic hope and opportunity for all citizens, satisfy the expectations of the historically disenfranchised, and allay the concerns of the minority populations.

"It is a daunting and difficult agenda," the council stated. "It requires the active support and participation of all segments of South African society, new foreign investment, and adequate international and bilateral assistance."

The election observers, in their report, said, "the need for international labor's support could not be more critical, if we want the seed of this new democracy to take root and flourish. Jobs, housing and training are the next steps toward true freedom, economic stability and equality, and the complete end to apartheid."

To meet its stated goal of building 1 million houses, the new government will need to train 1,000 bricklayers a month, said Patrick J. O'Farrell, executive director of the African American Labor Center. "For that they will need U.S. aid."

Currently, the Bricklayers are sponsoring a hands-on apprenticeship training that has benefitted some 31 South African workers who are learning nine skilled crafts at the program's training facility.

But more help is needed. "You have walked with us through many pitched battles," said Cunningham Ngcukana, general secretary of the National Council of Trade Unions (NACTU), "to make sure we are free human beings. The tasks after the election will require labor and political leadership. We need houses, jobs and education."



James B. Parks/AFL-CIO News

Vernon Watkins and Myrl Lockett, AFSCME members serving as observers for the historic elections in South Africa, watch as a man prepares to vote near the city of Cape Town.

"The vote is not the actual change we want," said COSATU deputy general secretary Zwelinzima Vavi. "The actual change is change that begins to replace apartheid. We are not expecting miracles. We know things will take some time.

"We are not demanding mansions and swimming pools, but we are demanding to have houses with privacy and to live normal lives with jobs that allow us to climb the ladder to success and have food to eat and water to drink," Vavi said.

AFSCME Secretary-Treasurer William Lucy, one of the election observers, said continued aid to the trade union movement would benefit all South Africans because of the unique relationship between the new government and labor.

"There is a different structure there," Lucy noted. "The COSATU-African National Congress alliance is driven by the same interests and COSATU is strong enough within ANC to create the RDP. The past history of negotiations on leadership, election plan and future directions shows an ability to compromise and will bode well for future relations."

The observer teams were trained and coordinated by the AFL-CIO's African American Labor Center. The delegation was led by Lenore Miller, president of the Retail, Wholesale and Department Store Union, along with Lucy and O'Farrell.

For many of the observers, the election was a revealing and moving experience. "I cannot believe that a country this size could pull off an election like this," said Ronald Albright, president of the Alabama Building and Construction Trades Council. "You couldn't do this in the United States."

Anne Hoffman of the Ladies' Garment Workers praised the "remarkable unity of all the people on election day."

"The experience of being here was very special," said Clayola Brown, vice president of the Clothing and Textile Workers. "We were a part of making this happen. People were determined to vote and to make it work."

"If you had asked me 10 or 15 years ago if this would have happened, I would have said no," said Vernon Watkins of AFSCME. "But it happened, and that's the importance of it. We need to make sure there is a continuation of labor movement involvement."

Trade unionists pay heavy toll in pursuit of worker rights

By John R. Oravec

Arrest, torture and killings of trade unionists is the sorrowful summary of a 1993 world survey by the International Confederation of Free Trade Unions.

Last year, 92 trade unionists were murdered and many thousands of others beaten or dismissed from their jobs in their struggle to protect worker rights.

"A worrying factor is that increasingly trade unions are being abused by countries with a long tradition of democracy," said Enzo Friso, general secretary of the Brussels-based ICFTU.

Latin America remains the most dangerous region with the murder of 60 trade unionists, the ICFTU said in its report covering 91 countries. In Colombia alone, 46 union leaders were killed last year and 33 others went into hiding or fled the country after receiving death threats.

More than 6,500 workers in 34 countries have been dismissed for trade union activities, the ICFTU reported. The government has declared unions outright illegal in Saudi Arabia. More than 800 workers were fired in the Philippines just for joining a union.

In Pakistan, the ICFTU said, workers who attempted to form a union at the Korean-owned Daewoo Motorway Construction Project were arrested and tortured by police. When they refused to leave the union, they were tortured again. Overall, 205 workers were arrested and nearly 400 dismissed from their jobs.

In Britain, the government has refused to recognize union representation of workers at the General Communications Headquarters despite repeated findings against the country by the International Labor Organization.

In Morocco, where trade ministers from some 120 countries convened to sign the General Agreement on Tariffs and Trade, hundreds of workers are discharged each week simply for being union members. In one case, union representatives at the Hotel Mansour Ed Dahbi in Marrakesh were dismissed. Management has refused to negotiate with the union, intimidated workers and suspended 98 employees. Several were arrested and beaten by police.

Worker exploitation and union-busting are rampant in the export processing zones of developing countries in Africa, Central America and Asia, the ICFTU report noted. Many of these zones are set aside by governments luring foreign investment with the promise of cheap labor. In the Philippines, these zones are explicitly established under a "no-union, no-strike" policy.

Similarly, a Westinghouse Electric Corp. multinational operating in the Dominican Republic was promised high returns for its investment with assurances that unions would be barred from negotiating better wages and conditions for workers.

"If the company wanted a union, it would return to the United States," the government said.

The clampdown on union activities in Pakistan's free trade zones has resulted in severe worker intimidation, torture and blanket dismissals.

Even in such countries as Sri Lanka, where unions have legal operating rights, these zones have evolved into prison work camps. Police and employers intimidate the 100,000 workers, mainly women, from exercising trade union rights. Union organizers are prevented from entering the tightly guarded areas.

In the Americas, press reports have it that Mexico City's eight prisons will likely be converted into a maquiladora free trade zone. More than 100 companies have expressed interest of investing in the scheme.

In some other countries, as in China, Iran and Kenya, government-controlled unions are common.

China brutally quashes any attempts by workers to organize independent trade unions outside the official structure of the All China Federation of Trade Unions. Workers who try to form their own unions are arrested, tortured and imprisoned, the ICFTU reported.

While labor in Israel has an established legal status, unions for Arabs in the West Bank and Gaza exist under strict limits. But since the signing of the Palestinian peace plan, the ICFTU noted, there has been official reciprocal recognition between Histadrut, the Israeli trade union center, and Palestinian unions.

WORKERS MEMORIAL DAY

In memoriam, fighting for the living

By Candice Johnson

Workers Memorial Day was marked April 28 by working men and women in more than 100 communities across the country.

In a Washington town meeting at the AFL-CIO, Labor Secretary Robert B. Reich heard from some of the injured workers or the family members of those killed on the job who made the trip to Washington to press their call for safe jobs now.

Reich then joined in a memorial service, along with Sen. Edward M. Kennedy (D-Mass.) and Rep. William Ford (D-Mich.), labor committee chairs and principal sponsors of job safety reform legislation.

Workers and family members, joined by union representatives, then took their case to Capitol Hill, meeting first with Ohio Sen. Howard Metzenbaum (D), another of the reform bill's key sponsors, then in sessions with their congressional representatives.

In a report a few days after Workers Memorial Day, the Labor Department noted that the proposed job safety bill could save the nation as much as $7 billion a year.

The report estimated that the OSHA reform bill — H.R. 1280 and S. 575 — could stop as many as 1,163 deaths and could prevent up to 1.3 million injuries and illnesses every year.

The Labor Department study found that the costs of the reform measure would be more than offset by reductions in medical services, the hiring and training of replacement workers, accident investigation, increased workers' compensation costs and other charges.

Illinois Sen. Carol Moseley-Braun (D), in remarks on the Senate floor on Workers Memorial Day, remembered some of the workers killed or injured on the job in her state. "By the time I have finished speaking here today, 48 workers will go home in worse condition than when they left the house this morning, if they go home at all," she added.

Pittsburgh trade unionists joined in a march and rally, led by Steelworkers President George Becker, Pittsburgh Mayor Tom Murphy and State AFL-CIO President William M. George.

At Point State Park, Becker recounted a number of recent workplace tragedies, adding that for every worker killed on the job, there are probably 10 who died from asbestosis, black lung disease, poisoning by toxic chemicals or other work-related diseases.

Becker reminded the crowd that "it is not enough to get together once a year to honor workers who were killed on the job. We must emulate Mother Jones who said, 'mourn for the dead, and fight like hell for the living.'"

Workers Memorial Day was marked with the unveiling of a model for the Wisconsin Workers Memorial to be located in a Milwaukee park, and the wearing of black arm bands by Montana trade unionists. In Roseville, Minn., a bell tolled as the names of workers killed on the job were read during a noon memorial service. Elsewhere, there were such events as city government proclamations and community vigils across the country.

In Akron, Ohio, participants from labor, business and community groups gathered at the Memorial Stone, first dedicated on Workers Memorial Day 1992, outside Chemical Workers headquarters. ICWU President Frank D. Martino and Mayor Donald Plusquellic addressed the crowd, with participants observing a moment of silence just after noon.



Visitors in Milwaukee view a model of Wisco Workers Memorial, which will be constructed



Bill Burke/Page One Photography

In Washington, Rep. William Ford (D-Mich.) and AFL-CIO Vice President Morton Bahr are among those at a Workers Memorial Day Service, while, at right, Labor Secretary Ro

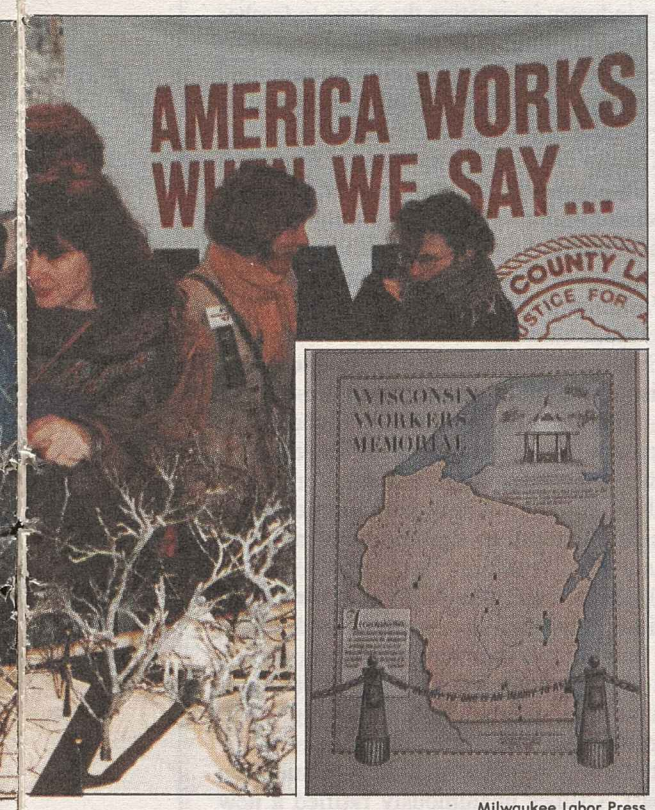




Pennsylvania AFL-CIO



In Pittsburgh, USWA President George Becker led a march to Point State Park at the riverbank while, in New York City, unions turned out in force to mark the sixth



Milwaukee Labor Press

complete park in downtown Milwaukee. The inset is a detail of one of the monuments.



Bill Burke/Page One Photography

rt B. Reich talks with workers and family members.



Jack Miller/Miller Photography

nual Workers Memorial Day.

"I just wanted my hands fixed so I could go back to work — but they make you feel like a criminal for being hurt, like you're after something for nothing."

By Colleen M. O'Neill

It's tough working for a company that doesn't care about you or your health, denies you benefits you've worked for and fights you if you seek to improve your working conditions.

That's the bottom line at Klosterman Baking Co. plants in Cincinnati and in Morristown, Ind., where workers are fighting back against a merciless, union-busting management.

"They have ruined me," said Carol Sickler of Klosterman Baking Co. in Cincinnati. "I just wanted my hands fixed so I could go back to work — but they make you feel like a criminal for being hurt, like you're after something for nothing."

Sickler, a member of the Bakery, Confectionery and Tobacco Workers, was in Washington to participate in the Workers Memorial Day activity. After 23 years in the plant's wrapping room, Sickler said, she has had several knee surgeries and an operation for carpal tunnel syndrome in both hands.

The numbness, tingling and diminished dexterity in her hands has meant the end of many activities Sickler enjoyed, such as crocheting.

"I can't control my hands; the stitches just don't come out right," she lamented, noting how she has wanted to make a blanket for her 14-month-old granddaughter.

Her 5-year-old grandson, Cory, has noted how she has not been able to even interact with granddaughter Elisabeth, telling her "Grandma, you're a stranger."

Despite Sickler's many years with Klosterman, the company told her there was no light duty available; she has returned to the plant doing the same work, bending her hands toward the floor 50 to 60 times a minute, wrapping buns for hours at a time. She knows of six others who have similar problems with CTS who have gotten no relief from their employer.

Adding insult to injury, Klosterman unilaterally imposed contract proposals last September that cut the wage and benefits package for workers at the Cincinnati facility by more than 20 percent.

The implementation came after only three meetings with union representatives. The contract includes a 34 percent reduction in pension contributions, the elimination of a 12-hour rest period between shifts and the transfer of health insurance to a different carrier.

National Labor Relations Board charges are pending, but in the meantime Sickler and her husband now are working seven days a week to make enough to pay the bills.

While unionized workers in Cincinnati saw their wages cut, Klosterman employees in a Morristown, Ind., plant have received two 25-cents-per-hour raises in six months as management seeks to fend off union organizing efforts there. But workers there are hardly treated any better.

"If it weren't for my parents, I'd be in jail," states Kyle Cox, an employee of the company since 1991 who has been unable to work because of injury. "My debts have piled up so much, my credit is ruined and I'm going to have a hard time recovering."

Last November, Cox, 26, slipped on a newly mopped floor while rushing to get to a unattended machine before buns hit the floor — "like something out of the cartoons," he said.

But it wasn't funny. In time, it became apparent he was seriously injured. With his back in spasm, Cox went to a hospital emergency room in late January and was diagnosed with a ruptured disc and a bulging disc in his lower back. He had back surgery in February and has not been able to return to work.

KBI Inc., the Klosterman subsidiary in Indiana, told Cox they would not confirm that his injury was work-related. Consequently, Cox has lost nearly $7,000 in wages, has received no workers' compensation payments, has incurred nearly $15,000 in medical bills and was forced to sell his furniture, give up his apartment and move back to his parents' farm.



BCT photo

Carol Sickler and Kyle Cox visit with Sen. Howard Metzenbaum (D-Ohio) during Worker Memorial Day activities in Washington April 28.

The emotional strain has taken its toll, too. The ex-Marine was an avid competitor, playing basketball, football, rugby, golf and softball competitively. While those are out of the question, so too is caring for Lauren, his 2-year-old daughter.

"She won't even come close to me" because she is afraid she might hurt him, Cox said. Her perception of the situation leads her to constantly ask, "Daddy, does your back feel better?"

Both workers repeated many stories of co-workers who had faced the same abusive treatment at the hands of Klosterman, like the diminutive woman in Indiana forced to lift heavy bread trays over her head for hours at a time, or the woman in Cincinnati who took a day off to be with a seriously ill child, only to be asked what was more important — family or the job.

"I'd rather be in the Marines than work at KBI," Cox said. "These guys don't care."

Sickler said the union was sticking together to fight management, believing justice would eventually prevail. The workers watched as management, believing a strike was eminent, brought in 30 to 40 workers from other facilities to learn the line in Cincinnati.

That taught them that without the protection offered by striker replacement legislation, they couldn't go out without being "permanently replaced."

The Cincinnati workers have signed a petition demanding "dignity, justice and respect at work, a fair contract and safe working conditions," asserting that they are "prepared to stand up and fight for as long as it takes to achieve these goals."

The Indiana workers will vote the union in the next time, Cox believes, because the preponderance of evidence in favor of BCT is too strong to ignore.

Cox described how the company has thwarted the union in the past, telling applicants there are no jobs but then "hiring 30 to 40 folks from Manpower (Temporary Service) to work." The next week, they go back to hiring for permanent positions, he said.

"All we're asking for is respect and dignity," Sickler said, "and to be treated by management as they would like to be treated."

JOB SAFETY

GM fined $1.9 million

The death of another Oklahoma City worker was the issue in a disputed case between General Motors Corp. and the Department of Labor.

An OSHA administrative law judge upheld 43 penalties totaling $1.945 million assessed in the wake of an April 1991 accident in which a conveyor lift began moving as Don Smith repaired it, killing Smith. OSHA had issued a citation against GM in October 1991 alleging 57 violations of the lockout/tagout standard at that plant.

A UAW official urged that the fine be considered a wake-up call to American employers who have been negligent in protecting their workers.

Safety gear rule set

The Occupational Safety and Health Administration has published its final rule on such safety equipment as hardhats, face shields, safety glasses, gloves and safety shoes.

The standard updates requirements for the 11.7 million workers in 1.1 million workplaces who use the safety equipment, with the job safety agency estimating the rule will prevent four deaths, save 712,000 lost workdays and 65,000 non-lost workday injury cases annually. The rules include guidance for the selection and use of equipment, hazard assessments of the workplace and employee training.

The current OSHA standards were adopted from American National Standards Institute consensus standards that are more than 25 years old. The new rules reflect the latest ANSI standards.

Mine emissions targeted

The Environmental Protection Agency and the mine industry have agreed to develop a program to reduce methane emissions from coal mines.

The Coalbed Methane Outreach Program aims to reduce methane emissions by half a million metric tons by the year 2000, the equivalent of carbon dioxide reductions that would be achieved by removing 2 million cars from U.S. roads.

Methane is about 20 times more powerful than carbon dioxide in trapping heat in the earth's atmosphere, making it a great contributor to potential global warming. Coal mines are the third-largest source of methane emissions in the United States.

N.C. inspections double

The number of workplace inspections conducted by the North Carolina Department of Labor has doubled since 1991 — the year 25 workers died behind locked doors in a chicken plant fire in Hamlet, N.C.

Officials from the state Division of Occupational Safety and Health inspected 1,193 workplaces in 1991, 1,637 workplaces in 1992 and 2,396 workplaces in 1993.

Critics of the state's safety and health agency led the way in getting a package of 12 bills through the legislature in 1992 to increase personnel and inspections to protect the state's workers.

OSHA agenda outlined

The Occupational Safety and Health Administration has set forth its rule-making schedule through 1995.

At the top of the list is a general standard on ergonomics, with a notice of proposed rule-making set for September. Other general standards, to be proposed in 1995, cover employer safety and health programs, exposure assessment and medical surveillance.

OSHA intends to publish final rules in 1994 on asbestos, confined spaces for shipyards, retention of markings and placards, fall protection for construction, logging operations, scaffolds in construction and accreditation of training programs for hazardous waste operations.

Proposed rules slated for 1994 include safety and health regulations for longshoring and marine terminals, recording and reporting of occupational injuries and illnesses, respiratory protection, accreditation of training for emergency response operations and powered industrial truck operator training.

Proposed rules set for 1995 cover tuberculosis, chromium, lockout/tagout and confined spaces for construction. OSHA intends to publish final rules that year for 1,3-butadiene, methylene chloride, glycol ethers, walking and working surfaces and motor vehicle safety.

AFA cheers fresher cabin air

By Candice Johnson

The Federal Aviation Administration has proposed to cut the allowable level of carbon dioxide in jet cabins by 83 percent, an action supported as a positive first step by the Flight Attendants.

The FAA move precedes a hearing set for May 18 by a House Aviation subcommittee on H.R. 2985, a bill that sets minimum standards for fresh air flowing through airplane cabins. Among the committee witnessess scheduled is AFA President Dee Maki.

The FAA action would cut the level of carbon dioxide in cabins from three percent of total air to 0.5 percent — the current level set by the Occupational Safety and Health Administration for buildings. The heightened level of carbon dioxide can cause headache, malaise and fatigue, the FAA said.

The comprehensive OSHA reform bill — S. 575 and H.R. 1280 — would place responsibility for the health and safety of airline workers with OSHA instead of the FAA.

Meg Leith, AFA coordinator of occupational safety and health, said the union has received many complaints of headaches and blurred vision, but added that the complaints may understate the airplane air quality problems. Most flight attendants don't tend to report health problems "unless they're extremely dramatic and the attendants are close to fainting," she said.

The AFA is pleased that the government is looking at the matter, "but more needs to be done," Leith stressed.

The airline industry is resisting the move to fresher air in cabins, claiming that existing levels are healthy. To lower the carbon dioxide level, airlines would have to pump in more fresh air at a cost of about 1.8 cents per passenger mile, the FAA estimated.

Airline officials cite a study by the Air Transport Association that found the current practice of pumping half-fresh and half-recycled air into cabins "does not reveal a potential for human health hazards."

But the experiences of several flight attendants who came to Washington for Workers Memorial Day prove otherwise.

Deanne C. Clarke is one of three attendants who suffered poisoning of the brain and anoxia — a lack of oxygen — after inhaling vaporized fuel exhaust that entered the airline cabin when engine thrust reversers were tested while passengers and crew were on board.

Cathy Gilbert-Silva developed nodes and polyps on her vocal cords, the result of 20 years of bad air quality in cabins.

Pamela Touchstone, an attendant for 11 years, developed serious symptoms as a result of poor cabin air quality. Breathing difficulties, dizziness, nausea and incapacitation are being suffered by attendants and passengers, but the FAA has been unwilling to address the problem, she said.

In another industry development, AFA members at Atlantic Coast Airlines unanimously ratified a new three-year agreement that provides an 11.9 percent pay raise over the contract term and improvements in seniority for the 150 attendants.



LIUNA photo

Laborers President Arthur A. Coia addresses some 5,000 trade unionists from across the state of Kentucky during a "Resurrection Day" rally at the state capitol in Frankfort.

Labor 'rebirth' seen in Kentucky rally

By James B. Parks

More than 5,000 trade unionists from across the state of Kentucky carried a message of solidarity and determination to improve the lot of working people to the doorsteps of the state capitol.

"We intended to raise up working people and we did that," said Jerry Hammond, executive secretary of the Kentucky State Building and Construction Trades Council. "We wanted to remind the legislators inside that building of the determination of unions to counterbalance the growing economic power and influence of state corporations."

Kentucky labor has a history of making points with such events. The unions in 1980 protested anti-labor laws by holding a mock funeral for "Mr. Kentucky A. Worker." And this year's March 15 "Resurrection Day" rally in Frankfort was organized by the Kentucky BCT Council to "raise the body of labor from the dead," Hammond said.

Although the rally was not promoting any particular piece of legislation, the legislators seemed to be listening, said state AFL-CIO spokeswoman Lisa Wallace. The rally galvanized workers and "put a face on organized labor for the entire state," she said.

The legislature this year passed new laws allowing the state to place liens on the real and capital property of employers who are cited for violations of safety and health rules and wage and hour laws. "This gives workers another tool to help recover lost wages," Wallace said.

Hammond said he was particularly pleased by the passage of a ban on the practice of requiring workers to sign job applications that include provisions giving up their right to seek redress outside of binding arbitration for incidents of sexual harassment or racial discrimination.

The legislature, with labor's backing, also beat back "reforms" to workers' compensation laws that would have changed the definitions of injuries and made benefits more difficult to obtain. The workers' comp issue was the most controversial issue the labor movement faced in Kentucky, Wallace said, and "we are pleased with the benefits we were able to retain."

The state legislature also preserved the eight-hour work day. But these victories are not enough, Hammond said, and they point out the need for "much, much more work before we are able to protect our position and make advances."

Ronald R. Cyrus, executive secretary-treasurer of the state AFL-CIO and chairman of the state House Labor and Industry Committee, urged the marchers to use their strength in numbers to lobby legislators and if necessary, to defeat at the polls those who back legislation that attacks workers.

Cyrus also called for solidarity in support of the striking workers at Cook Family Foods in Grayson, Ky. The AFL-CIO recently added Cook to its national boycott list **(See story, Page 12).**

In his keynote address to the rally, Laborers' President Arthur A. Coia said, "solidarity, equality and justice are values that will never stay in the ground. They will always rise to inspire the world to new moral victories and new social achievements. And all of organized labor will rise with them."

Kentucky Gov. Brereton Jones urged the rally to fight for quality health care.

BARGAINING

Hawaiian workers gain pact

After two weeks on the picket line, Hawaiian state employees represented by AFSCME Local 152 overwhelmingly ratified a new four-year contract that increases wages and benefits by 6 to 7 percent.

The agreement, covering some 20,000 workers in three bargaining units — white collar workers, supervisors and professionals — is retroactive to July 1, 1993.

The union's first strike in 60 years crippled library services, drivers license renewals and hundreds of other routine state services, but health professionals and public safety personnel in the bargaining units reported to work as ordered.

The strike was sparked by the state's refusal to comply with recommendations of a fact-finding panel directing Hawaii to come up with wage increases in line with rates paid to federal workers in comparable jobs, said AFSCME Vice President Russell Okata, who noted that panel findings also shot down state claims of revenue shortfalls.

Engineers share $1.7 million

Nearly 150 employees of the Portsmouth, N.H., Naval Shipyard will share some $1.7 million in back pay as part of a settlement negotiated by the International Federation of Professional and Technical Engineers (IFPTE) on a six-year claim.

Navy officials conceded that the Portsmouth workers were improperly exempted from overtime pay, said IFPTE President Jim Sommerhauser. The settlement is expected to set a pattern for another series of back pay claims involving more than 1,500 additional IFPTE-represented workers in seven other locations.

Four-year strike ends

Eighty-five UAW members halted their four-year strike against Curtis Industries, Inc., of Eastlake, Ohio, approving a tentative three-year agreement resolving pension and seniority issues that sent workers to the picket line on April 4, 1990.

Two of the original 91 strikers died before the settlement was reached, another five retired, but no one crossed the picket line, reported UAW Representative Roger Bernardez.

The settlement brings the workers back in groups of 15, based on seniority. Both union and management officials expect some of the replacement workers hired when the strike started to remain.

UAW struck the automotive key maker after the company demanded more than 50 contract concessions, including the revocation of retiree health benefits. The agreement requires the company to continue to cover medical benefits for retirees, and restores all pension and seniority credits.

Strike hits Harvard Club

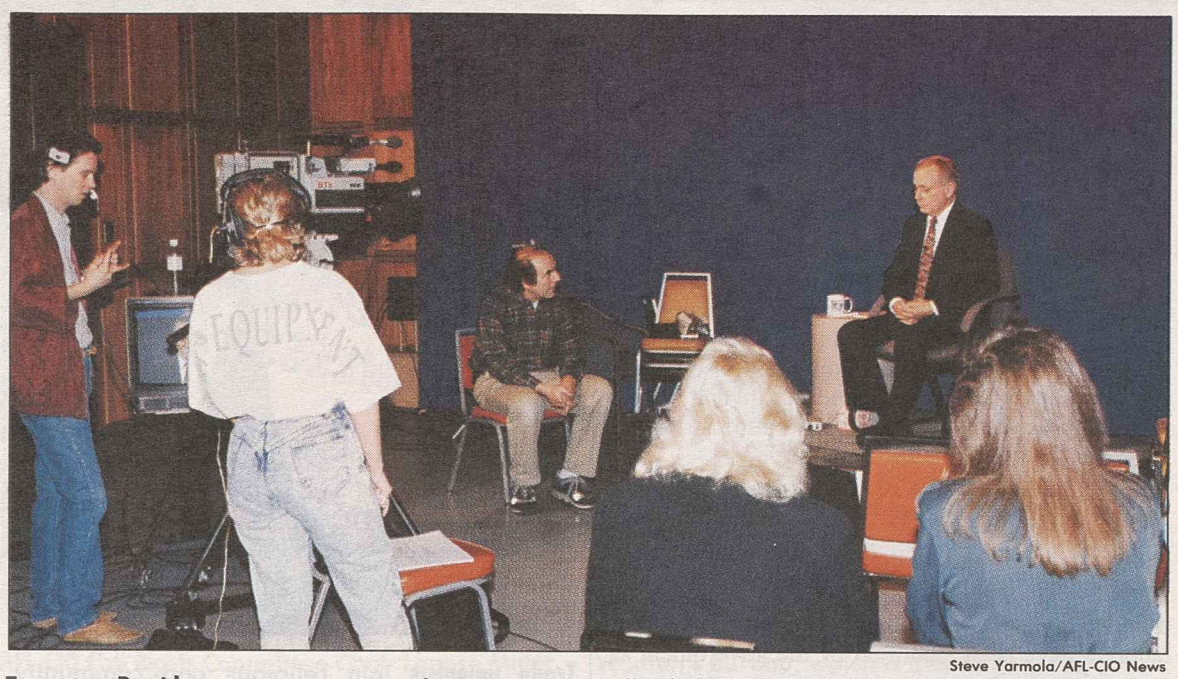
The 130 employees of the venerable Harvard Club, which caters to Harvard University Alumni in New York City, went on strike April 3 after rejecting management demands for a wage freeze, cost shifting on health care, and reductions in sick pay and vacation time.

Local 6 of the Hotel Employees and Restaurant Employees blamed the dispute on a ''white shoes law firm'' hired by the new management of the 127-year-old club. Strikers said management is demanding that workers kick back a higher percentage of tips and holiday bonuses to management.

Peter Ward, executive vice president of Local 6, said club management insisted on concessions because tax changes had cut into the club's daily business volume. ''These employees aren't business executives, they're working people who have families to support,'' he said.

Medical workers OK pact

Service Employees Local 105 preserved a 22-year string of strike-free labor relations when practical nurses, medical assistants, clerical and technical workers employed by Denver's Kaiser Permanente approved a new three-year agreement by a greater than 8 to 1 margin.



Steve Yarmola/AFL-CIO News

Teamsters President Ron Carey, at right, prepares for a satellite media tour in the studio of the AFL-CIO's Labor Institute of Public Affairs. Carey talked about the tentative accord that settled the trucking strike with television reporters from around the country.

IBT stand hailed as victory for labor

Unions pledge fight against shift to part-time jobs

By Greg Kenefick

Rebuking trucking and other employers planning to supplant decent full-time jobs with part-time employment, the AFL-CIO Executive Council praised the Teamsters ''courageous stand'' in a successful strike that is a ''victory for all of labor.''

In a statement issued May 10, the council stressed the ''far-reaching effect'' of the trucking industry's attack on full-time jobs. ''This shift is part of a deliberate strategy by corporations to increase their profits at the expense of workers, their families and their communities.

''When part-time jobs are used to replace full-time work, wages and working conditions suffer,'' the council said, noting that part-time workers earn an average of 60 cents for every dollar paid to a full-time worker and that 80 percent of part-time workers receive no health insurance benefits from their employers.

IBT President Ron Carey described how negotiations broke off after management negotiators issued a take-it-or-leave-it offer on March 31. The strike was launched a week later. Carey said movement toward a settlement occurred once Trucking Management Inc. (TMI) understood that Teamsters would not yield on the part-time issue.

''We drew the line — not just for Teamster members but for all American workers,'' he said.

Carey noted that the strike, reinforced by united labor assistance, produced an agreement that guarantees full-time positions for any road driver and provides ''for the largest economic increase in freight industry history.''

Ballots were mailed in early May for the ratification vote and the results will be announced in early June, Carey said. In addition to the 70,000 Teamsters who struck, another 50,000 whose employers are covered by the terms of the agreement will vote on the pact.

Carey told the council that deregulation has played a role in the downturns of the trucking industry and the loss of some 150,000 jobs over the past 15 years. He characterized the negotiations as ''a restructuring of the trucking industry.''

That development is reinforced in the findings of a study released on April 28, one day before the Teamsters announced their tentative agreement with TMI.

Deregulation has turned the American trucking industry into a ''sweatshop on wheels,'' costing individual trucking workers an estimated $54,279 in lost wages over 15 years, said the study by the Economic Policy Institute.

That policy has established new lows in cutthroat competition, allowed firms to slash prices and establish discriminatory rates and driven thousands of small companies out of business while permitting a handful of specialized carriers to prosper, EPI said.

Michael Belzer, the Cornell University economist who authored the EPI study, argues that deregulation is a misnomer in the trucking industry. The ''explicit system of regulation'' that existed until Congress authorized repeal in 1980 has been replaced by a ''new burdensome system based on a maze of administrative rules,'' he said.

He cited federal commercial drivers' license requirements, drug and alcohol testing, new highway safety programs, extensive hazardous materials handling rules — all of which replaced one set of regulations with another. The current regulations ''are more unwieldy, more unfair and less efficient than before deregulation was attempted,'' the study found.

As a result of deregulation, trucking has been segmented into two industries — the less-than-truckload (LTL) sector, which is largely unionized and has come to be dominated by five major firms, and the truck load (TL) segment, which is largely non-union and typified by owner operators.

In the LTL industry, the ''churning'' of small trucking companies in the market place has undermined carrier profitability and reliability, leaving a shrinking share of the pie to be consumed by predatory competitors willing to compromise employment stability, wages and benefits and working conditions of employees.

The Interstate Commerce Commission (ICC) initiated basic regulatory restructuring in 1977 and received statutory authority to make more extensive changes with the passage of the Motor Carrier Act of 1980.

These initial steps permitted new competitors to come into the trucking industry and permitted existing firms to enter the markets of their choice. Collective ratemaking was outlawed, and carriers were, for the first time, permitted to discriminate among customers in favor of large shippers.

Trucking employment, wages and industry profits all have declined precipitously since deregulation, but trucking employees have paid the heaviest toll, Belzer said. To make up for lost income, owner-operator drivers are working longer hours.

Belzer recommends a series of legislative actions that could restore minimum wage coverage for interstate drivers, assuring them of overtime pay. Belzer found that companies routinely pressure drivers to log ''off-duty'' during unpaid work time.

The law also allows team operations that use two drivers to operate 24 hours a day and seven days a week, making drivers ''prisoners of their rolling worksite during their off-duty time.'' Belzer said that the Teamsters remain the strongest wage setting influence in the LTL sector, but hundreds of thousands of TL (owner operators) have become vulnerable to low pay and poor, frequently unsafe working conditions.''

In the owner-operator segment of the industry, Belzer said, the ''race to the bottom'' by competitors is ''based largely on price competition (and) depends on low-quality, low-wage labor.'' The forces unleashed by deregulation remain ''beyond our control and we must devise new ways to regulate the industry in an efficient manner,'' Belzer concluded.

UNION NEWS

AWPPW votes for merger

The 15,000 members of the Western Pulp and Paper Workers, by a 77 percent vote, agreed to affiliate with the Carpenters. The merger agreement was ratified by 45 local unions of the AWPPW, previously unaffiliated with any AFL-CIO union.

The membership vote followed a unanimous affiliation recommendation by the AWPPW convention in March. AWPPW President Farris Bryson noted that both unions work side by side in the forest-products industry and have similar interests and priorities.

''We must remember the old adage, 'In unity, there is strength,''' said UBC President Sigurd Lucassen. ''Joining together benefits both parties.''

Laborers get new status

The Labor Department has established an apprenticeship for the trade of construction craft laborer, marking the first time that the specific skills of laborers have been identified by the government as a complete craft.

The Bureau of Apprenticeship and Training has outlined apprenticeship requirements of 4,000 hours — about two years — for developing general skills in site/project preparation and maintenance; tools, equipment and materials; and safety. Apprentices also will gain experience in environmental remediation, building construction and heavy/highway construction.

Laborers President Arthur A. Coia said the Labor Department's recognition of the work of construction craft laborers as an apprenticeable occupation means that ''skilled union members should no longer feel like second class citizens.''

''The combination of on-the-job training, coupled with the intensive related training that we know how to deliver better than anyone, is the prescription for success for our members — and a solid foundation for LIUNA to build on,'' he said.

Pennsylvania: health push

Delegates to the Pennsylvania AFL-CIO convention heard every speaker urge the continued fight for comprehensive health care reform.

''It's not as complicated as it sounds; it can be done,'' said Sen. Harris Wofford (D-Pa.). Unions can make it happen, said AFL-CIO Secretary-Treasurer Thomas R. Donahue, Employee Benefits Director Gerald M. Shea and state federation President William M. George.

The delegates, meeting in Pittsburgh April 26-29, also supported resolutions calling for the passage of striker replacement legislation and OSHA reform. Trade unionists marked Workers Memorial Day, April 28, by marching to Point State Park to remember those killed, injured or made ill on the job.

George won re-election to a second four-year term. Delegates also adopted a constitutional change that consolidated the executive vice president and secretary-treasurer positions, with the new position — secretary-treasurer — going to Rick Bloomingdale. Former Executive Vice President Judith Heh will become council director for AFSCME.

Among those addressing the delegates were Steelworkers President George Becker, AFSCME Vice President Linda Chavez-Thompson, AFL-CIO COPE Director Rich Walsh and Pittsburgh Mayor Tom Murphy.



Bill Burke/Page One Photography

Trade unionists join religious and community groups in a march outside the Belgian embassy to call attention to abuses and violations of U.S. law by Belgian-owned Food Lion.

Food Lion campaign is widened

By James B. Parks

The campaign against Food Lion escalated as labor, consumer and religious groups took their complaints to the company's shareholders and to the international community.

More than 100 members of Consumers United with Employees marched May 3 outside the Belgian embassy in Washington, D.C., to demand that the supermarket chain's parent, Delhaize Freres and Cie, force the company to obey U.S. laws.

Two days later, CUE members demonstrated at Food Lion's stockholder meeting in Salisbury, N.C. In a letter to the protestors, Rev. Jesse Jackson said Delhaize has ''faithfully taken its profits but woefully failed to take a position in opposition to the law-breaking practices of Food Lion. Their public silence is deafening.''

> *''Delhaize has faithfully taken its profits but woefully failed to take a position in opposition to the law-breaking practices of Food Lion.''*
>
> **— Rev. Jesse Jackson**

Delhaize, a Belgium-based holding company, owns more than 50 percent of Food Lion stock and has five members on the company's board of directors.

Chanting ''Food Lion — guilty; Delhaize — responsible!'' the protestors marched in front of the Belgian embassy while a delegation including Robert F. Harbrant, president of the AFL-CIO Food and Allied Service Trades Department, delivered letters to Belgian officials.

The letters called on the Belgian prime minister to investigate how much Delhaize has profited from Food Lion's abuses, to ask the company to pay restitution for profits gained by illegal Food Lion practices, and to demand that the company take steps to guarantee worker and consumer rights and comply fully with U.S. laws.

The protest highlighted Food Lion's abysmal record. Since 1992, the company has paid $16.2 million in a Labor Department settlement for violating federal child labor and wage and hour laws, including $13 million to employees for forcing them to work off the clock.

Last February, a CUE investigation revealed that Food Lion routinely sells outdated infant formula.

Eighteen months ago, ABC's national news program ''PrimeTime Live,'' with assistance from CUE and the Food and Commercial Workers, detailed how Food Lion employees, with store management approval, retrieved produce from dumpsters, rewrapped outdated poultry with new expiration dates, and used bleach on meat and seafood.

Also, 10 Food Lion employees have filed racial discrimination complaints against the company in seven states. A federal judge recently blocked an attempt to expand one of the racial discrimination suits into a class action. Two states have cited the supermarkets for violating state weight and measures laws which resulted in consumers being overcharged.

''Not only are we concerned with the levels of health care and wages they're paying their workers, but their compliance record as well,'' said Bruce Drasal of UFCW Local 27. ''We feel there should be high standards, and Delhaize and Food Lion aren't living up to them.''

''Delhaize, do your duty and tell Food Lion they're off-limits. Act like you're in Belgium — demand that Food Lion obey the law,'' said Ron Richardson of the Hotel Employees and Restaurant Employees Local 25.

Food Lion, once one of the nation's fastest-growing food chains, announced early this year that it is closing 88 stores that have become marginal or unprofitable. Industry analysts said the cutbacks are the result in part of extensive negative publicity about the company's merchandising and employment practices.

Refusal to negotiate lands Cook hams on boycott list

By Muriel H. Cooper

The AFL-CIO has added Cook hams to its national boycott list to rally support for members of the Firemen and Oilers in their efforts to win a fair contract.

The protracted fight with Cook Family Foods is a classic example of why U.S. labor law must be changed, say members of IBFO Local 288, who have been forced out on strike after seeking for more than two years to get the union representation they voted for.

The company refused to negotiate even after the National Labor Relations Board ordered good-faith bargaining by the ham-processing plant in Grayson, Ky. The workers stuck Nov. 29, 1993.

''They absolutely refused to bargain with us after the certification,'' said Ed Hartman, a IBFO representative and organizer. ''This has played out just as we predicted. They refuse to bargain and we voted to strike. This is why we need labor law reform.''

Cook is owned by ConAgra Foods and is one of the largest ham producers in the country. The company also has a non-union plant in Lincoln, Neb.

The anti-union activities of Cook Family Foods was described last September by Ronald R. Cyrus, executive secretary-treasurer of the Kentucky AFL-CIO, during Louisville, Ky., field hearings of the U.S. Commission on the Future of Worker-Management Relations.

''The employer has vowed to appeal the decision to the courts, expressing his hope that the case will be tied up for at least two more years, virtually ensuring that a contract will never be negotiated,'' Cyrus testified.

Cyrus noted that Cook ''had engaged in surveillance and interrogation of union supporters and threats of retaliation and relocation of the plant if the employees voted to unionize.''

While opening a new state-of-the-art processing facility, the company paid workers barely minimum wage with few benefits, exposing them to hazardous conditions and treating them poorly.

''There have been times when they refused workers the right to go to the restroom,'' said Johnny Thacker, strike coordinator. ''They refused to let a woman go to the parking lot to meet her mother and sick child.

''When you make $5 an hour and get treated like crap, it makes you more determined,'' said Thacker of the 400 workers who have maintained their vigil on the picket line. ''The workers are determined not to go back without a contract.''

The mood of the strikers is upbeat, said Thacker, noting that union support has been tremendous. ''They aren't asking for a lot of money,'' he said. ''They just want better treatment. They could easily go back to work. If they had just treated them right, they probably would have never had a problem.''

COURTS

Bias decision 'tragic'

The U.S. Supreme Court's recent decision barring workers from filing retroactive job bias claims under the 1991 Civil Rights Act is a tragic situation for working people, said AFL-CIO Civil Rights Director Richard Womack.

"The Supreme Court struck a devastating blow to those who were seeking redress for discrimination through our judicial system," he said. "When the court failed to uphold retroactivity of the act, it denied them their day in court."

By an 8-1 vote, the court ruled in two cases that provisions of the law do not apply to cases pending before its Nov. 21, 1991 enactment. The AFL-CIO supported the workers in the two cases, Landgraf vs. USI Film Products and Rivers vs. Roadway Express.

The court, in a ruling written by Justice John Paul Stevens, ruled that absent a clear congressional mandate for retroactivity, concerns about basic fairness and notice to defendants dictate that the law be applied only to cases filed after the law was enacted. Retiring Justice Harry Blackmun was the lone dissenter in both cases.

NLRB delays force new vote

Citing "procrastination" by the National Labor Relations Board, the 2nd Circuit Court of Appeals has ordered a new representation election at a New York hospital.

Service Employees Local 144 won the election in 1979 to represent skilled maintenance and engineering employees at Long Island Hospital. Only 20 of the 56 current employees were in the unit at the time of the election.

The case began in 1964 when SEIU won a representation election conducted by the state labor relations board, but the hospital refused to bargain. After lengthy legal challenges and litigation, the NLRB held another election in 1979. The hospital still refused to bargain and NLRB issued a complaint in 1980. The case dragged on until 1993 when an administrative law judge ordered the hospital to bargain. That order was appealed.

Since the case began, there have been several complete turnovers on the board and a series of court decisions redefining hospital bargaining units.

Honoraria ban reviewed

At the request of the Justice Department, the U.S. Supreme Court has agreed to decide whether a 1989 ban on federal employees accepting honoraria for speeches and articles is constitutional.

"At the same time that the administration has lived up to its pledge to liberalize the Hatch Act and expand political freedoms to federal employees, the Justice Department has put federal workers' First Amendment rights in great jeopardy," Government Employees President John N. Sturdivant said.

"This is a bad law. It is irrational, makes no sense, is counter productive and creates a disrespect for the law," he said.

In a suit brought by AFGE and the unaffiliated National Treasury Employees Union, the U.S. Court of Appeals for the District of Columbia Circuit ruled in March, 1993 that the ban was too broad and illegal.

Phelps-Dodge 'bonus' upheld

A system of irregular bonuses handed out by Phelps-Dodge Corp. were discretionary gifts rather than wages, a federal appeals court has ruled.

By a 2-1 vote, the U.S. Court of Appeals for the Tenth Circuit rejected a National Labor Relations Board finding that the payments were changed to induce workers to become non-union or to remain union-free.

Phelps-Dodge in 1990 unilaterally discontinued a four-year quarterly bonus program and implemented a new quarterly "union free appreciation payment" program without notifying or bargaining with the unions representing its employees, which included the Teamsters, Operating Engineers and Steelworkers.

The court said payments were gifts because they were tied to unpredictable and discretionary factors such as profitability and actions of competitors. The company excluded from the program unionized workers at its El Paso rod mill and its Tyrone, N.M., mine, and began the program during the period allowed to file decertification petitions for the Tyrone mine.

But the court said the term "union free" is not itself clear evidence of an unlawful motive and that the unions could have bargained for inclusion in the program.



Bill Burke/Page One Photography

AFL-CIO Civil Rights Committee Chair Lenore Miller, left, and AFL-CIO Education Director Dorothy Shields look over a questionnaire titled "Women Count Too!" during a White House conference led by Hillary Rodham Clinton, Labor Secretary Robert B. Reich and Karen Nussbaum of the Women's Bureau, which is distributing the questionnaire to focus attention on the needs of women who work. The AFL-CIO is encouraging affiliated unions to poll their female members via the questionnaire, which unions can supplement with questions of their own.

ILGWU resists Leslie Fay flight

By Sharolyn A. Rosier

Some 2,000 Ladies' Garment Workers at Leslie Fay operations in northeastern Pennsylvania may not have jobs much longer if the company carries out its threat to shut down U.S. production and shift work overseas.

The ILGWU launched a wide-ranging campaign to build support among labor, business, community and other groups to keep the jobs in Pennsylvania after the women's clothing manufacturer announced its plans as negotiations for a new three-year agreement got under way in March.

The ILGWU has had a long, productive bargaining relationship with the company, and the workers accepted substantial economic concessions in the last round of negotiations to avoid layoffs. One month after that contract was signed, the company repudiated it, the union said.

Talks are continuing, with the current contract set to expire May 31.

Hundreds of ILGWU members and supporters fanned out across the nation's malls and city shopping districts April 25, aiming their message of Leslie Fay's unfair tactics at customers in more than 25 cities. Supporters distributed leaflets at such major retailers as Macy's, Dillard's, Neiman Marcus and Montgomery Ward, all of which carry Leslie Fay apparel.

The leaflets asked shoppers to contact Leslie Fay and its president, Michael J. Babcock, to express support for the workers. A delegation of ILGWU members in New York City met with Macy's Vice President, Lee Miller, to advise the retailer of their dispute with Leslie Fay.

In a letter to executives of the retail companies whose stores were leafletted, ILGWU President Jay Mazur cautioned that "an intensive, massive and sustained" campaign might have to be undertaken against Leslie Fay because of the manufacturer's tactics.

"Let no one be deceived," Mazur wrote. "Leslie Fay is an American success story — built over decades by a partnership of management and labor. If Leslie Fay takes work from Pennsylvanians who have devoted their lives to the company and sends it to Guatemala, the motive will be greed, not need."

ILGWU supporters also turned out for a news conference in Wilkes-Barre, Pa., where speakers expressed their concern about the layoffs.

Jack Granahan, a 38-year veteran of the company, stressed that the Leslie Fay workers and their union were ready "to take a strong stand against management, stockholders, creditors and whoever else is involved. They have to be reminded that we built the company. They owe us, and we're not about to let them send us to the unemployment line without a fight," he declared.

The company claims its troubles began last year when it filed for bankruptcy protection following an accounting scandal, but Mazur doesn't buy it.

"This $800 million-a-year manufacturing giant was built over the last 40 years by people who have worked hard and loyally for Leslie Fay their whole working lives," he said. "Now, as a direct result of a damaging and shameful financial scandal, the company's management says it intends to balance the books on the backs of these workers," he added.

The ILGWU vowed to fight the shutdown with all its resources and called company management "moral outlaws" who are "at war with workers who have invested their entire working lives in the company."

NLRB seeks court relief from Pony Express

The National Labor Relations Board filed a motion in federal court to get Pony Express Courier Corp. to stop abusing workers' rights and to compel good faith bargaining with the Teamsters.

The NLRB on April 19 filed for immediate court action by the U.S. District Court for the Southern District of Ohio, stating that "unless injunctive relief is immediately obtained, it may be fairly anticipated that (Pony) will continue its unlawful conduct" against its employees, causing them irreparable harm.

The NLRB filing is unusual, IBT officials said. The board only seeks court injunctions prior to holding hearings in extreme cases of worker rights abuses.

"Pony Express has shown complete disregard for the rights of its workers under the law," said IBT President Ron Carey. "Poor working conditions, low wages, firings for union activity and other unlawful company actions have destroyed the lives of many Pony workers and their families across the country."

The NLRB has filed more than 120 unfair labor practice complaints against the company, alleging that Pony failed to negotiate a union contract, fired workers for union activity, unilaterally changed working conditions and work rules without negotiating with the union, refused to provide information necessary to bargain, and attempted to undercut the employees' chosen representative in an attempt to negotiate with individual workers. The board has scheduled hearings in June on all unfair labor practices alleged against Pony Express.

On April 26, Pony Express drivers represented by the IBT went to Chicago to discuss the company's actions at a shareholders meeting of Borg-Warner, Pony's parent company. They also picketed in front of the Borg-Warner building.

Pony Express drivers carry financial documents, deliver blood to hospitals, bring prescription drugs to local pharmacies and transport checks from businesses to banks.

— Press Associates

ECONOMY

Jobless rate dip is 'temporary' phenomenon

By John R. Oravec

The nation's jobless rate dropped a notch to 6.4 percent in April as payrolls grew by nearly 270,000 with most of the job gains coming in the lower-paying service sector and ''temporary help'' syndicates — hardly an inflationary catalyst despite Wall Street worries.

While unemployment has eased a bit from 6.7 percent in January to 6.5 percent in February and March, it is still historically high at 6.4 percent. Even so, Wall Street economists saw the reduced jobless rate as an inflationary menace.

Data released by the Bureau of Labor Statistics showed that the number of jobless workers declined by 135,000 last month to 8.4 million, but only 3.1 million — a little more than one-third — were drawing unemployment compensation. While the average duration of unemployment dipped from 19.2 weeks to 19.1 weeks over the month, it was well above the 17.7 week average in April 1993.

BLS said 203,000 workers were added by service-producing businesses, including 52,000 temporary hires by personnel supply agencies, while construction jobs grew by 64,000.

Although only 3,000 factory jobs were added in April, the good news is that manufacturing employment has not declined over the past seven months. But factory payrolls have yet to recover from the losses in the Bush recession and are still nearly 700,000 below the 18.5 million mark in March 1991.

Manufacturing industries have hired 100,000 workers since last September, BLS said, but last month's gains in industrial equipment and industrial machinery were offset by job losses in transportation equipment and food processing.

Besides the 8.4 million officially jobless, AFL-CIO chief economist Rudy Oswald cited 4.8 million who were working part-time because they could not find full-time jobs and another 1.8 million who gave up the futile hunt for jobs. That adds up to 15 million workers either unemployed or underemployed.

More than one-fifth of the 8.4 million unemployed workers have been job-hunting at least six months.

Despite the skittish Wall Street reaction to the jobs report, there are no discernable signs that the economy is overheating and inflation is around the corner.

The consumer price index has been relatively stable over the last year and average hourly wages for production workers inched up only 0.3 percent in April and were up only 2.7 percent from a year-ago, BLS said. Wholesale prices declined 0.1 percent in April.

Weekly earnings rose 3.6 percent since April 1993, largely because of the longer factory workweek which averaged 42.2 hours last month, with overtime running at a record high of 4.8 hours.

Although registering a pickup of 146,000 construction jobs over the last two months, the unemployment rate in the building trades was 12.6 percent in April — the highest of all major sectors. The manufacturing unemployment rate eased to 5.8 percent and unemployment was little changed in service producing industries at 6.3 percent.

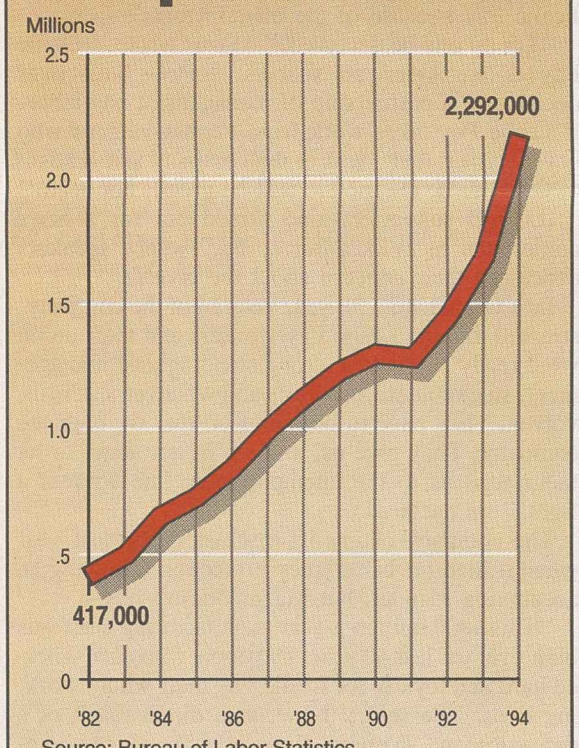
For major worker groups,last month's jobless rates were: adult men, 5.6 percent; adult women, 5.6 percent; teenagers, 19.9 percent; whites, 5.6 percent; blacks, 11.8 percent; Hispanics, 10.8 percent.

Jobless rates increased in seven major states and five large states posted rates above the national average — California, 9.6 percent; New York, 8.2 percent; Florida, 7.4 percent; New Jersey, 7.2 percent; and Pennsylvania, 6.6 percent.

Several blue-chip companies disclosed plans to lay off workers, including up to 20,000 at Boston-based Digital Equipment Corp.; 15,000 at Delta Airlines; 1,550 at USX-Marathon Group oil and gas facilities; 1,200 at Dallas-based Halliburton Co. oil field services; 1,000 at the Neiman Marcus store chain; and 900 at Boeing Co. facilities in Huntsville, Ala.

DATA

'Temps' on the rise



Source: Bureau of Labor Statistics

One of the faster growing sectors in the economy is the "temporary help" industry, which in April accounted for 52,000 of the nearly 270,000 increase in payrolls. "Temps" are paid much less than permanent workers in the same occupations and few receive health care coverage or other benefits. The temporary help industry grew by 20 percent last year while overall employment increased just 2 percent, according to the Bureau of Labor Statistics. Since April 1993, temporary hires have increased by 370,000.

Unemployment rate	
April	6.4 percent
Jobless workers	8.4 million
Collecting benefits	3.1 million
Productivity rate	
Overall (first quarter)	+0.5 percent
Factory workers	+6.6 percent
Factory orders	
March	+1.1 percent
Construction spending	
March	+0.7 percent
Leading indicators	
March	+0.7 percent

AFL-CIO NEWSGRAFIC

Council assails Fed tight money tactics

At a time of high unemployment, the Federal Reserve's policy of tightening monetary policy through elevated interest rates could cause further damage to the economy, the AFL-CIO Executive Council warned.

''Economic conditions simply do not justify the three increases in short-term interest rates that have been engineered by the Federal Reserve Board since Feb. 4,'' the council said in a statement. The Fed's rate increases ''are rationalized as safeguards against inflation, but inflation is nowhere in sight.''

The central bank's so-called federal funds rate had been held at 3 percent since mid-1992 before the Feb. 4 increase to 3.25 percent. On March 22, the board raised the rate to 3.5 percent.

When the Fed increased the rate to 3.75 percent on April 28, several large banks followed suit by hiking their prime lending rates to 6.25 percent. That action caused the average interest rate on a 30-year fixed-rate home mortgage to jump above 8.7 percent. The rates of high-grade corporate bonds also shot up.

Citing the government's April jobless rate of 6.4 percent and noting that some 15 million Americans were either unemployed or underemployed, the council said the effect of the interest rate hikes ''is especially serious in an economy that is already far short of the goal of full employment.''

The Fed's actions, the council admonished, ''aggravate that problem and directly undermine the Humphrey-Hawkins Act goal to undertake policies that reduce unemployment to 4 percent.

''Moreover, long-term interest rates have risen sharply in anticipation of further tightening by the Federal Reserve Board, boosting mortgage rates in the process,'' the statement noted. ''This could lead to a collapse of the modest progress in construction activity.''

The congressional Joint Economic Committee expressed similar concerns in its annual report, warning that further increases in short-term interest rates could hamper economic growth and needed job creation.

''The greatest threat to continued growth is further increases in interest rates, which could choke off the recovery,'' the report said.

''As we continue along a path of fiscal austerity and tight budgets,'' said JEC Chairman David R. Obey (D-Wis.), ''it is critical that the recovery not be disrupted by any unnecessary rate hikes.''

JEC Vice Chairman Paul S. Sarbanes (D-Md.) branded the Fed actions as ''premature'' and charged that the rate hikes already have damaged the economy.

''Long-term rates have shot up, leading to higher interest payments on everything from home mortgages to consumer credit, which is likely to reduce spending power in the economy,'' Sarbanes said.

Long-term interest rates, which are set by financial markets, are now well over 7 percent. Last October, they were as low as 5.7 percent.

Government data showed that the nation's gross domestic product — the total U.S. output of goods and services — slumped from a 7 percent annual rate in the last quarter of 1993 to 2.6 percent in the first three months this year.

Laura D'Andrea Tyson, President Clinton's chief economic adviser, said the economy was in ''a modest to strong expansion'' with prices pointing to a ''very good inflation'' performance.

The current forecast by the Council of Economic Advisers put GDP growth at 3 percent this year and 2.7 percent in 1995. It expects consumer prices to rise 3 percent this year and 3.2 percent next year.

Following the April 18 rate hike, Sen. Byron L. Dorgan (D-N.D.) accused the Fed of trying to choke the economy for no apparent reason. He described it as ''a big dose of unjustifiable big-bank greed.''

— John R. Oravec

Factory workers yield productivity gains

With a 6.6 percent surge in the first quarter of 1994, U.S. factory workers continued to lead the rise in overall business productivity which advanced at an annual rate of 0.5 percent, the Labor Department reported.

In the non-farm sector of the economy, output increased 2.6 percent and real hourly compensation rose 3.4 percent while unit labor costs increased 5 percent.

At the same time, manufacturing output jumped 8 percent while real hourly pay edged up just 2.5 percent and unit labor costs dropped 1.7 percent.

The Bureau of Labor Statistics reported that factory workers posted a 5.1 percent gain in productivity during 1993 as unit labor costs dropped 2.2 percent and real hour pay declined 0.2 percent. In the non-farm sector, productivity rose 1.7 percent in 1993.

From the year-ago quarter, productivity was up 2.6 percent in the non-farm sector while unit labor costs inched up just 0.8 percent, BLS said. Manufacturing productivity was up 5.7 percent with output rising 5.6 percent and unit labor costs dropping 1.6 percent. In durable goods industries, productivity surged 7.9 percent while unit labor costs fell 3.5 percent.

While 1993 statistics from other industrialized countries have yet to be compiled, U.S. factory workers likely will maintain their extensive advantage in productivity. They have led the entire world in the 1980s and 1990s.

Despite their superiority in productivity, U.S factory workers rank far below other industrialized nations in compensation. In 1992, wages and benefits of German workers averaged $25.94 and hour, compared with only $16.17 for American factory workers. Manufacturing compensation topped U.S. hourly rates in 10 other countries, including Sweden, Italy, Canada and France. Japan's pay rate was $16.16 in 1992.

NEWSMAKERS

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** has named **Gerald M. Shea** as his executive assistant. Shea replaces **Charles McDonald,** who became president of Union Privilege on May 1. Shea, 47, came to the federation in August 1993 to head the Employee Benefits Department and also heads the AFL-CIO Health Care Reform Campaign. He will continue in those capacities for the duration of the current congressional session. Shea came to the AFL-CIO from the Service Employees, where he was assistant to the president for government affairs. He had been with SEIU since 1972, when he joined the union as an organizer.

May is Labor History Month under a proclamation signed by **President Clinton**, who praised the labor movement for achieving employment rights and benefits for all citizens. **Robert Pleasure**, executive director of the George Meany Center for Labor Studies, told the AFL-CIO Executive Council that training materials would be provided to schools to incorporate labor history month into curricula.

Charlie Mercer has been elected secretary-treasurer of the AFL-CIO Union Label and Service Trades Department. Prior to his election, Mercer was special assistant to the organizing director at the Food and Commercial Workers, serving as UFCW international vice president and president of UFCW locals in Denver and Indianapolis. He succeeds **Richard J. Perry,** who retired at the end of April.

Robert M. Healey, president of the Chicago AFL-CIO, has announced that he will retire at the end of his current term June 30. He has served as president since 1987. Healey, 64, also served as president of the Chicago Teachers from 1972 to 1984.

Steelworkers Vice President **Leon Lynch** has been appointed by President Clinton to the Advisory Council on Unemployment Compensation.

Joel E. Bem has been elected president of the Marine Engineers District 1. Bem, a former chief engineer with Sea-Land Service Inc., succeeds **Gordon M. Ward,** who retired April 30.

Mark Fleischman has been appointed organizing director for the Clothing and Textile Workers. Fleischman, who was an organizer for the Service Employees before heading the Southern Region of ACTWU, replaces ACTWU Vice President **Jimmy Walraven,** who retired.

Mike Quevedo Jr. has been elected a vice president of the Laborers. Quevedo, business manager of the Southern California District Council of Laborers, replaces **Louis Bravo,** who retired.

Dr. Carol O'Claireacain was elected to serve as the Steelworkers representative on the board of directors of Acme Metals Inc. The union's six-year contract negotiated in 1993 gives the workers the right to nominate an Acme board member. O'Claireacain is a former director of New York City's Office of Management and Budget.

AWARDS

Paul Stackhouse Sr. of the Service Employees was awarded the United Way of America's Joseph A. Beirne Community Services Award. The annual award is in recognition of a labor leader who has rendered outstanding service as a United Way volunteer and is named after the late Communications Workers president who chaired the federation's community service committee for many years. Stackhouse has been active in the United Way for 40 years and serves as president of the Allegheny Co. (Pa.) AFL-CIO.

DEATH

Thomas P. Moran, the coal miner's son from Pennsylvania who made his mark in the trade union movement, died of complications from an asthmatic disorder May 2 at Suburban Hospital in Bethesda, Md. He was 73.

Moran was the assistant to the secretary-treasurer of the AFL-CIO from 1955 until his retirement in 1984. He also served as personnel manager at the federation headquarters and was the chief coordinator of AFL-CIO conventions and Council meetings.

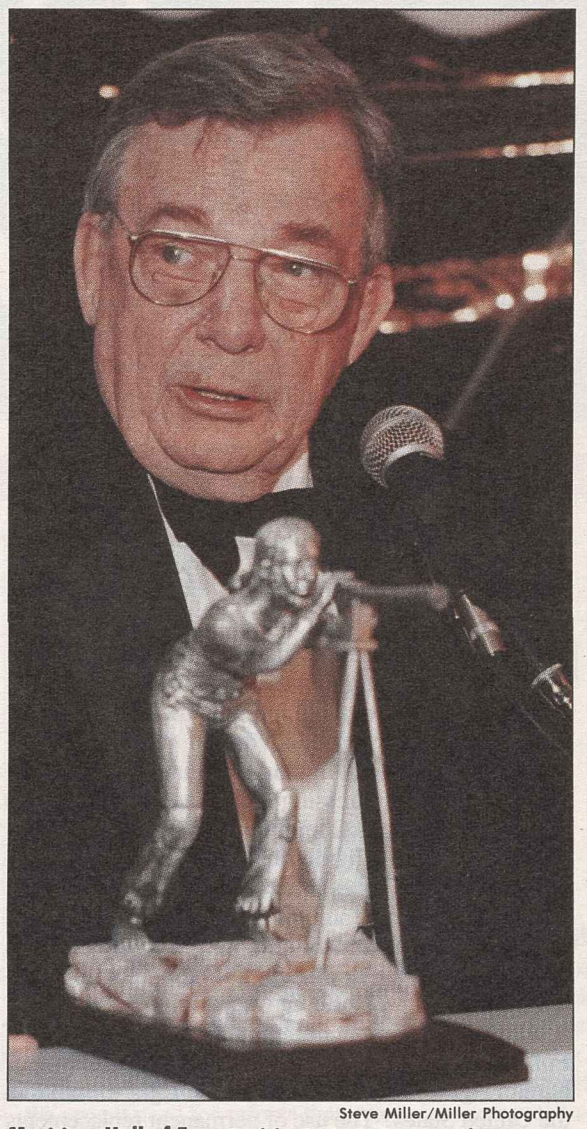
His first job in the labor movement was in 1941 as an elevator operator at the Mine Workers building. Later that year, Moran moved to the Congress of Industrial Organizations where he subsequently served as mailroom supervisor, purchasing agent, building manager and convention coordinator until 1955. During much of that period, he was president of the CIO Office Employees Local 1695.

"In everything that Tom Moran did — in all that he believed — he was a trade unionist to the core," said AFL-CIO Secretary-Treasurer Thomas R. Donahue in a mass eulogy. "He never wavered. His dedication to our movement was total, his love for it boundless, and he served it for all of his years."

Moran was chairman of the Montgomery County, Md., Committee on Political Education from 1968 to 1978. Earlier, he had been a member of the Maryland CIO Political Action Committee and served on the Arlington County, Va., Democratic Committee.

He also helped organize and served as the first president of the AFL-CIO staff employees and members credit union.

Survivors include his wife of 50 years, Jane E. Moran; children Thomas J., Michael, James and Catherine; a sister, Alice Tierney; and two grandchildren.



Steve Miller/Miller Photography

Maritime Hall of Fame adds AFL-CIO President Lane Kirkland. He was inducted May 5, as restored World War II Liberty ships — like the ones he worked on — sailed from New York to Europe for the 50th anniversary of D-Day.

Making a difference: *Unionists lauded for community service*

By Sharolyn A. Rosier

Labor's dedication to community service has won plaudits from two separate awards programs — the President's Volunteer Action Awards and Gannett's Make A Difference Day.

Efforts by the Chicago and Cook County Building and Construction Trades Council to assist non-profit organizations received the Volunteer Action Award, which also cited the Flight Attendants' Employee Assistance Program and the Letter Carriers' Food Drive.

The Make A Difference Day program, initiated by Gannett's USA WEEKEND magazine, noted the efforts of some 5,000 union and community volunteers who cleaned 256 Detroit public schools.

The presidential citation winners were chosen from a field of over 5,000 applicants by the Points of Light Foundation, which administers the awards. It praised the volunteer construction projects staffed by members of the Chicago and Cook County BCTC, who are linked to community service agencies through the Chicago AFL-CIO Committee on Community Services.

Union members and apprentices volunteer to perform construction, renovation and building repair projects throughout the city, often securing donations of the necessary building materials. In addition to small projects, the volunteers also are involved in long-term construction and renovation efforts, such as converting a convent into a community drug rehabilitation center.

The Children's Advocacy Center in Hoffman Estates, Ill., was renovated through 10,000 hours of volunteer labor and $350,000 in donated materials. The two-year project to refurbish a new 6,000-square-foot facility was completed in October 1992. It now serves 365 sexually abused children from several neighboring counties.

The volunteers now are into the second year of a three-year project to build a home for families of severely ill children being treated at University of Chicago Hospital.



AFA photo

AFA volunteer peer counselors discuss award-winning employee assistance program.

The AFA Employee Assistance Program operates a network of 130 trained volunteers who provide basic counseling, support and referrals to flight attendants and their families for a broad range of mental health issues, as well as assistance during and after critical incidents and emergencies. The peer counselors are available throughout the United States and in foreign countries where flight attendants are stationed.

The NALC was cited for its 1993 National Food Drive that brought in 12 million pounds of food for community food banks, shelters and pantries. The 1994 drive, held on May 14, was expected to collect three or four times as much food as the 1993 drive.

"These winners have made significant efforts toward solving the serious social problems in their communities and are representative of the spirit of community service that has made America great," said Richard F. Schubert, president and CEO of the Points of Light Foundation.

In Detroit, it only took a few phone calls to swell the number of union volunteers from hundreds to thousands in the campaign to clean 256 Detroit public schools on Make A Difference Day, Oct. 23. Volunteers came from the AFT, Teamsters, AFSCME, Machinists, Operating Engineers, Electrical Workers and the Greater Detroit Building Trades Council.

Schools had peeling paint, leaky roofs, foul-smelling restrooms and broken windows. But the union volunteers rejuvenated the schools, making them better for 170,000 students.

Workers mobilize to get key votes for fairness bill

Continued from Page 1

focused grass-roots activity on seven key senators — Arkansas Democrats Dale Bumpers and David Pryor, David Durenberger (R-Minn.), Sam Nunn (D-Ga.), William Cohen (R-Maine), John Chafee (R-R.I.), and Jim Jeffords (R-Vt.).

In Maine, the coalition coordinated public forums in Portland and Bangor in front of Cohen's offices. Speakers at the forums urged Cohen to vote to let the majority rule and to stop using the filibuster to inflict a minority view on others.

''Mainers know gridlock hurts,'' said Maine AFL-CIO President Charles O'Leary. ''In 1991, our entire state government was shut down for 16 days because of partisan gridlock. Cohen should vote his conscience ''yes'' or ''no'' on an issue. But it's wrong not to allow the Senate to vote.''

In Arkansas, the religious community has taken a leading role in addressing workplace fairness. The Arkansas Religious Committee for Workplace Fairness, comprising religious leaders from most denominations, gave thousands of postcards to parishioners to send to Bumpers and Pryor. The committee's chairman, Rev. Bryan Fulwider, traveled to Washington May 12 to deliver to Clinton a 10-foot postcard asking for his help in breaking the filibuster.

''This is about much more than gridlock alone,'' Fulwider said. ''What's at stake is a basic issue of human rights. Do workers have the right to strike in the United States? The use of permanent replacements denies workers that right.''

In Minnesota, Durenberger's offices have been flooded with letters from voters asking him to let the Senate vote on S. 55. ''The people of Minnesota believe in workplace fairness,'' said state AFL-CIO President Bernard Brommer.

''Two years ago our state legislature passed a bill comparable to S. 55, only to be struck down on a jurisdictional ruling by the state supreme court,'' he said. ''Just because Durenberger isn't running for reelection doesn't give him license to no longer represent the will of Minnesota.''

In Rhode Island and Vermont, statewide newspaper advertisements urged voters to call their senators to ask them to let the Senate vote. ''Spring usually leaves many in the state stuck in the mud. Well, in Washington, D.C., Congress has been sinking deeper and deeper into murky gridlock,'' said Vermont AFL-CIO President Ron Pickering.



Don Emmerich/UAW

UAW President Owen Bieber and Secretary-Treasurer William Casstevens led a massive march in Peoria, Ill., home of Caterpillar, Inc. Sen. Howard Metzenbaum (D-Ohio) told the crowd that the strike at Caterpillar, cut short to avoid "permanent replacement," illustrates the need for S. 55.

The grass-roots campaign has been so intense that the lone Republican co-sponsor of the bill, Sen. Mark Hatfield of Oregon, complained that he has been inundated with letters asking that he support cloture and S. 55. Hatfield intends to remain a co-sponsor and will vote for cloture and the bill, an aide said.

On Capitol Hill, Sen. Patty Murray (D-Wash.) May 3 joined leaders of three flight attendant unions and Karen Nussbaum, director of the Labor Department's Women's Bureau, to endorse the Workplace Fairness bill as a necessary step toward achieving full equality for working women, especially women in low-income jobs.

At a news conference, the presidents of two unaffiliated flight attendant unions — Victoria Frankovich from TWA and Denise Hedges from American — and Nan Frost, an official of Teamsters Local 2000, described how the threat of being permanently replaced affected flight attendants.

Northwest attendants were hampered in negotiations last year because of the specter of replacements, Frost said. ''It causes workers and their unions to be wary of exercising their legal right to strike and that creates a grave imbalance at the bargaining table,'' she said.

Hedges said the American Airlines flight attendants strike last November might have been avoided if the company had not threatened to permanently replace workers. The attendants limited their strike by accepting a binding arbitration proposal recommended by Clinton, but little progress has been made.

''Six months and many thousands of dollars and hours of work later, that arbitration has yet to begin and we are looking at many expensive months ahead of us. The irony is that what was seen as the most glorious strike in recent history has been tainted because we had to curtail it to avoid permanent replacement.

''And the tragedy is that 20,000 American Airlines flight attendants will have to wait many months for the raises they haven't seen for 10 long years. Our predominantly female workforce was denied the simple, clearcut justice that our labor laws are designed to provide,'' Hedges said.

Murray said the bill is ''about giving power to the people who are at the bottom . . . What they want is equal power when they're trying to have fairness in the workplace. Sen. Barbara Mikulski (D-Md.) sent a letter calling it ''an outrage that women workers often are treated as disposable.'' S. 55, she said, would force managers to ''deal with the issues raised in the strike, not just replace workers who protest.''

Nussbaum said the Clinton administration believes passage of the bill is necessary to ensure ''basic fairness'' for working people. ''You can't have the right of collective action unless you know that you can go on strike if you have to.''

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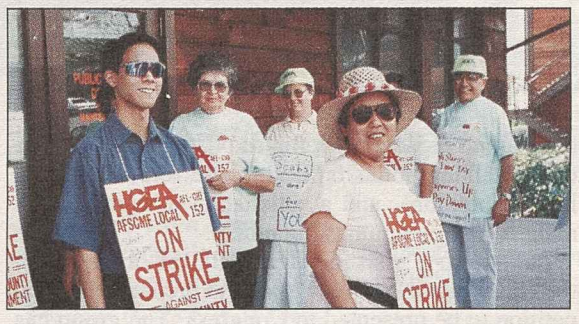
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AFL-CIO NEWS

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The solidarity credited with winning a new contract for Hawaiian government workers extended to Kurt Wong (left), who picketed with his mother, AFSCME member Susan Wong. **See story, Page 8.**



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland addresses a Service Employees rally in support of Workplace Fairness.

Time is short to gain reform of health care

Recess is opportunity to oppose benefits tax

By Colleen M. O'Neill

Trade unionists continue to push comprehensive health reform in community halls and in the halls of Congress, where they are seeking to counter the intensified effort by special interests to block reform.

Time is growing short to let lawmakers know of the urgent need for reform that guarantees comprehensive benefits at an affordable price for all Americans. The Memorial Day recess now under way offers one of the best chances for workers to get their message to their senators and representatives.

''We're in the heat of the battle now,'' said federation Employee Benefits Director Gerald M. Shea. ''We've got to get in touch with members of Congress — not their staffs — especially members of the House Ways and Means Committee.''

Labor is looking for commitments from lawmakers to retain the employer mandate in the Clinton plan and to oppose any aspect of taxing those employer-provided benefits.

The employer mandate and taxation of benefits are key issues in the reform fight. Some on Capitol Hill see the tax as a way to spare business from the costs of health care by financing the reformed system on the backs of working families.

One proposal would tax benefits for those individuals earning more than $90,000 or those families earning more than $115,000. ''They won't stop at that amount,'' said Robert M. McGlotten, the AFL-CIO's legislative director, noting the history of some of the previous tax intrusions that were sworn to be ''high income'' only.

''Unless we make a lot of noise back home, we'll have to face it again,'' he cautioned. ''We have to beat it back in committee, and we can't let a proposal to tax benefits get to the floor.''

Still another new coalition, this one with some unusual partners with the AFL-CIO, emerged to argue against taxes on health benefits.

The National Association of Manufacturers, U.S. Chamber of Commerce, American Airlines, Bell Atlantic Corp., Caterpillar Inc., Du Pont Co., Honeywell Inc., Maytag Corp., Pitney Bowes Inc., Procter & Gamble Co. and VISA were among the businesses that joined the AFL-CIO and multiple affiliates in signing the letter to Congress.

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Labor counters S. 55 opposition

By James B. Parks

The Memorial Day recess and a three-week delay in the Senate vote on S. 55, the Workplace Fairness bill, gives workers an opportunity to lobby key senators and to counter an advertising blitz by the bill's opponents.

The vote on the bill to ban ''permanent replacements'' for strikers now has been set for mid-June. Organized labor is trying to round up a supermajority — 60 votes — to overcome the promised Republican filibuster. The House overwhelmingly passed its version of the bill last year.

Many international unions have alerted their locals nationwide to phone their senators' offices, both at home and in Washington. One union, the Paperworkers, also is asking its locals to contact President Clinton to thank him for his support of the bill and to urge him to use his best efforts to persuade the remaining swing senators to at least vote for cloture and allow a vote.

The mobilization is critical because the bill's opponents, led by the National Right to Work Committee and the Chamber of Commerce, launched a $100,000 advertising campaign starring actor Charlton Heston. Their campaign is geared to persuade 13 senators they consider to be on the fence.

Meanwhile, grass-roots support for the bill continues to build. A group of more than 750 religious leaders from 25 denominations called on the Senate to let S. 55 come to a vote. The group includes three Roman Catholic cardinals and 10 major leaders or heads of national faith groups.

In a two-page advertisement in the Capitol Hill newspaper Roll Call, the religious leaders posed these questions:

''Will we as a nation maintain our commitment to democratic principles and seek to extend those principles to include economic policy? Or will we allow our political and social institutions to become increasingly dominated by corporate special interests?''

The need for S.55 is clearly shown in a new study that illustrates how the use of ''permanent replacements'' for strikers has ''poisoned the well of collective bargaining,'' as AFL-CIO President Lane Kirkland has said.

Since President Reagan fired nearly 12,000 air traffic controllers in 1981, strikes have been longer and

Continued on Page 3

Labor 'gravely disappointed' as Clinton extends China MFN

By Candice Johnson

The AFL-CIO is ''gravely disappointed'' over President Clinton's decision to extend most-favored-nation trade status to China and vowed to continue its campaign to help human and worker rights activists fighting for democracy in China.

AFL-CIO President Lane Kirkland charged that Clinton bowed to ''the Beijing government's fifth column, American corporations, which don't give a tinker's damn about human rights in China or jobs in the United States.''

Kirkland characterized the policy reversal as ''a disappointing setback to those who are risking their lives and liberty in China for the values and principles that America was created to advance.''

He pointed out that China's dictators have made no progress toward greater freedom and democracy, as stipulated by Clinton in the conditional MFN he extended last year. ''They continue to persecute, imprison, banish, torture and shoot citizens who dare to speak out for democracy and trade union rights,'' he said.

Not only are products of forced labor still exported to the United States, but the Chinese army continues to terrorize the Chinese people while it modernizes through business ties with American firms, Kirkland noted.

''The president's decision to extend MFN in spite of this behavior sends a clear message to the world: No matter what America says about democracy and human rights, in the final analysis profits, not people, matter most,'' Kirkland said.

''The tragedy in all this is that we now have a China policy that is driven by narrow commercial interests — a policy that will surely come to no good end. America should be standing with the Chinese people, not their oppressors,'' he said.

New evidence that goods made by forced labor in China are being exported to the United States had been presented earlier by Hongda Harry Wu, a former Chinese political prisoner.

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Unusual allies join fight against benefits tax

Continued from Page 1

"Working people have paid for employer-provided health coverage many times over — particularly in the wages and other benefits they've had to sacrifice in order to maintain decent coverage," AFL-CIO President Lane Kirkland said in a joint statement with the business groups.

"A proposal to tax health benefits implies that workers who have such coverage are somehow to blame for the health care crisis," Kirkland said.

From the business side, the appeal to Congress was to lay off any change in the current tax deduction status of employer payments for health benefits.

Arguments for the employer mandate include a leveling of the playing field between those responsible employers who have provided insurance benefits and those enjoying a competitive advantage by shifting the health costs of their workers to others and to the government.

A 1991 study by the benefits consulting firm Lewin/ICF estimated that cost shifting increases the health benefits costs for companies providing insurance for their workers by more than 33 percent — and that an employer mandate would eliminate about 75 percent of this shift.

In addition, those employers currently providing insurance would realize an average savings of 4 percent of payroll under the Clinton plan, which caps employers' contributions at 7.9 percent of payroll.

Mailings from federation offices to the field continue, with an action kit for activists on the way. It cludes talking points on health care reform, sample letters, petitions, and a solicitation to contact lawmakers and community members.

Labor also is assisting HealthRIGHT, a partner in the Health Care Reform Project, in preparing a video petition to be presented to Congress. The group has events planned in 26 towns and cities between late May and mid-July.

Congress returns from the Memorial Day recess June 7, and the five key committes — Ways and Means, Energy and Commerce and Education and Labor in the House, and Finance and Labor and Human Resources in the Senate — are likely to spend the rest of the month working on health care.

ORGANIZING

IAM, USWA vie at USAir

"No Union" was the loser when the votes of 5,092 USAir fleet service employees were tallied May 17, setting up a runoff between the two top vote-getters, the Machinists and the Steelworkers. No votes were cast for the "no union" option on the four-way National Mediation Board ballot.

The final tally showed 1,813 for the IAM, 1,746 for the USWA and 1,533 for the Teamsters. Total turnout was 66 percent of USAir's 7,687 eligible fleet service workers who are employed in 120 locations.

Since none of the unions received a majority of the votes cast, under NMB rules, the two top vote-getters will face each other in a runoff mail ballot in June.

USWA also has filed a representation petition with the NMB for rights to represent USAir passenger service agents.

Organizing numbers up

The Bureau of National Affairs reports that 82,262 workers won union representation in 3,038 NLRB elections in 1993, the highest number of workers organized by elections in five years.

The 1993 figures represent a dramatic increase in both the number of workers organized and the number of elections won by unions over the previous year. In 1992, unions won 1,353 of the 2,712 elections held by the NLRB, bringing representation to 69,113 of the 184,682 workers participating.

'Labor law reform is women's issue'

Unions offer a path to pay equity, but that path is blocked by outmoded labor laws that employers can use to deny the rights of women, a Capitol Hill conference was told.

A major goal is to get the "often silent voices of working women into the deliberations" of the federal Commission on the Future of Worker-Management Relations, said Heidi Hartmann, director of the Institute for Women's Policy Research.

The commission, formed in 1993 and chaired by former Secretary of Labor John T. Dunlop, was preparing to issue its findings of fact on June 2. Hartmann testified this year before the Dunlop Commission on behalf of the Council of Presidents of National Women's Organizations.

The conference, attended by 100 members of unions, women's organizations and congressional staffs, was billed as "labor law is a women's issue." Hartmann reported some of the reasons:

- Unlike union membership overall, women's membership in unions is climbing steadily, up to 37 percent of all union membership. In 1990, 19.3 percent of female workers were union members.
- Union women earn 75 cents for every $1 earned by union men, compared with only 68 cents for non-union women for each $1 for non-union men.
- As a stepping stone to a better life, union membership is even more valuable to women than to men. Union women earned an average of $2.50 more per hour than non-unionized women.

But none of that suggests that building unions is an easy task for women.

Francine Moccio of Cornell University, representing the YWCA at the conference, told the particularly brutal story of the harassment of the female workers at Electronic Banking Systems who tried to join the Clothing and Textile Workers.

And Larry Cohen of the Communications Workers outlined the national pattern of systematic denial of rights to workers by employers who, under the law, are not supposed to have any role in the workers' decision to form a union. Susan Bianchi-Sand of the National Committee on Pay Equity was the conference moderator.

A working paper prepared for the conference also made the point that the groups identified by the Dunlop Commission as the foremost victims of outdated labor law are heavily female groups. Women comprise three-fifths of all temporary workers and three-fourths of all part-time workers.

Similarly, women are disproportionately represented in the service sector, where workers are least likely to have the kinds of jobs the 1935 Wagner Act was written for: single-site, one-employer, full-time, lifetime jobs for a large employer.

Judy Scott of the Teamsters introduced a woman from the Diamond Walnut strike in California who was "permanently replaced" for exercising what is supposed to be a protected right to strike.

The key to getting Americans off welfare, Rep. Patsy Mink (D-Hawaii) said, is a good job, a union job. But many of those officials who are the most outspoken about the need to reduce welfare rolls also are the biggest defenders of the current, inadequate labor laws under which women find it so difficult to unite for collective advancement.

Goody's boycott ends as ACTWU negotiates first contract

Members of the Clothing and Textile Workers are celebrating a long-awaited victory with their first union contract at the Goody's Family Clothing distribution center in Knoxville, Tenn.

The overwhelming 90-4 vote by the workers to ratify the three-year contract also brought to a close the AFL-CIO's national boycott against Goody's.

"While the negotiations were long and sometimes difficult, the final outcome is a 'win' for everyone concerned — the union, the company and Goody's customers," said Mark Pitt, director of ACTWU's Tennessee/Kentucky District.

"Goody's new management team deserves a lot of credit for its willingness to address the needs of its employees. We are confident that together we can now move forward and achieve our common goal of excellence."

Some 160 workers at the distribution center had voted for the union in January 1992, but Goody's management refused to bargain in good faith following the union vote, officials said.

Despite massive increases in profits, the workers were being paid an average wage of $5.25 per hour and being charged nearly $2,000 a year for health insurance — a sum most could not afford.

At ACTWU's request, the company was placed on the AFL-CIO's national boycott list in November 1992. The company, which sells casual clothes, operates 125 stores in the Southeast and Midwest.

"The strength of the boycott clearly played an important role in bringing the company back to the bargaining table," Pitt noted.

The contract calls for a $1.70-per-hour wage increase over the life of the contract and cuts employee health insurance contributions nearly in half. Other provisions of the first contract include:

- Life insurance coverage for all employees.
- Sickness and accident payments for employees with extended needs.
- Overtime pay for work on Saturdays and double-time pay for work on Sundays.
- Two additional holidays.
- An additional week of vacation for employees with 10 years of service.
- Paid time off for jury duty and funerals.

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LEGISLATION

Unions expand grass-roots support for S. 55

Continued from Page 1
involved more ''permanent replacements'' than in the 30-year period between 1950 and 1980, the study by Michael H. LeRoy reveals.

LeRoy, an assistant professor at the University of Illinois at Urbana-Champaign, found that the threat of replacement has drastically unbalanced labor-management relations, shifting the pain of a strike onto workers and lightening the burden on employers.

''For unions and their members, the specter of replacements appears to have raised strike costs to a nearly prohibitive level,'' while employer costs may have dropped with the hiring of cheaper replacements, he said.

LeRoy called for further research on such questions as the characteristics of replacement and non-replacement strikes, the negotiating behavior of the parties, and the peculiarities in labor markets, technologies and corporation and union cultures where strikes occur.

The study, ''The Changing Character of Strikes Involving Permanent Striker Replacements, 1935-1990,'' is expected to be published in a forthcoming edition of the Journal of Labor Research.

LeRoy's findings are dramatized by the ongoing strikes at Diamond Walnut and the Frontier Hotel. Both disputes began in September 1991 and have dragged on because the employers hired ''permanent replacements,'' and have no incentive to end them.

At Diamond Walnut, representatives of the Teamsters and the company are meeting with federal mediators in an effort to end the conflict. More than 500 workers — mostly minority women — were ''permanently replaced'' after the company demanded concessions from workers who eight years before took a 30 percent pay cut that saved the company from bankruptcy.

At the Frontier, some 500 workers were forced to strike at the Las Vegas casino, primarily over demands for health care and pension givebacks. But a fact finder found that the health and welfare issues were settled in 1993 and only management's intransigence was prolonging the strike.

Meanwhile, some 700 delegates to the Service Employees legislative conference rallied on Capitol Hill May 17 in favor of the bill.

''The laws of our country say that working people cannot be fired for going out on strike,'' Kirkland told the crowd. ''But it's happening every day to working people who dare to stand up for their families. . .It's not right. It's not the American way.''

The struggle is no longer over passage of S. 55, but is a struggle for democracy, SEIU President John J. Sweeney said.

For Angela Beard, the struggle is a personal one. Beard, a replaced striker, is a member of SEIU District 1199 who walked out Feb. 22 at the Orthodox Jewish Nursing Home in Cincinnati.

''If I have the legal right to strike I should not be permanently replaced,'' Beard explained. ''I have children who need food, health insurance and a roof over their heads. When you go on strike you can't get welfare. But with the support of the union and everyone here, I refuse to give up.''



Raymond Crowell/Page One Photography

Vice President Gore praises union activism for working people at SEIU legislative conference.

SEIU 'lays down law' on health care reform

By Sharolyn A. Rosier

Members of the Service Employees fanned out across Capitol Hill in search of votes for health care reform and a ban on the ''permanent replacement'' of strikers.

The lobbying was a key element in a three-day legislative conference in Washington, which featured speeches from Vice President Gore, AFL-CIO President Lane Kirkland and Sens. Edward M. Kennedy (D-Mass.) and Jay Rockefeller (D-W.Va.).

SEIU President John J. Sweeney urged union members to mobilize at the grass roots and ''lay down the law on national health care reform,'' telling senators and representatives in their home districts, ''don't come home without it,'' if they want labor support.

''Home is where national health care reform will be won or lost,'' Sweeney told the nearly 700 delegates from 30 states.

Sweeney warned that if President Clinton's Health Security Act fails to pass, health care workers face the prospect of layoffs, wage and benefit cuts, short-staffing, floating and work speedups.

''There's an assault on frontline health care workers and if we get the wrong kind of health care reform, it will turn into a war,'' Sweeney said.

SEIU has noted how the issue of health care benefits increasingly has become the major stumbling block to negotiated settlements, forcing many employees out on strike. And more and more employers have resorted to ''permanent replacement'' of strikers, further poisoning the well of collective bargaining.

In an outdoor rally on Capitol Hill, the SEIU delegates were joined by other trade unionists in cheering for S. 55, which would ban the employer use of these ''permanent'' replacements for striking workers.

''S.55 is a long overdue act of justice,'' AFL-CIO President Lane Kirkland told the crowd. ''It's time for members of the Senate to answer a basic question — which side are you on? Workers, or those that keep workers down?''

George Stephanopoulos, White House senior advisor, noted that workers choose to strike only as a last resort, but ''sometimes you need that right to go out on strike to fight for what you believe in — to fight for real health care benefits, to fight for pension benefits, to fight for a wage that you can raise your family on.''

President Clinton supports the measure, which the House overwhelmingly passed last year. But the stumbling block remains the Senate, where Republicans have promised a filibuster. That means a majority for the bill won't do; it takes 60 votes to invoke cloture to cut off debate.

S. 55, scheduled for a vote in the Senate next month, will set the stage for reform of the nation's laws to protect worker rights, AFL-CIO Secretary-Treasurer Thomas R. Donahue said during a conference session. But on the issue of striker replacement itself, Donahue said, ''if we lose, there is no second chance.''

Gore, who received a resounding standing ovation, praised the work that unions do for working people and sought union activism on behalf of health care reform, which he said is the most important item on the legislative agenda.

''We're bringing change to America and we're going to continue to bring change,'' said Gore. ''Change has been deferred for too long through vetoes, filibusters and political tactics. So when it's finally here, it's even harder to achieve.''

Other speakers included Labor Secretary Robert B. Reich; Sen. Paul Wellstone (D-Minn.); Reps. William Clay (D-Mo.) and Vic Fazio (D-Calif.); Celinda Lake, Democratic pollster and consultant; Robert M. McGlotten, AFL-CIO legislative director; and Elmer Chatak, president of the AFL-CIO Industrial Union Department.

CAPITOL DIGEST

Before passing the Safe Drinking Water Act, the Senate defeated three amendments to dilute the Davis-Bacon prevailing wage law.

The first amendment, offered by Sen. Lauch Faircloth (R-N.C.), would have lifted all prevailing wage requirements for any project funded by the bill, S. 2019. It was defeated 39-60.

The Senate tabled by a 52-46 vote the second amendment, offered by New Hampshire Republicans Robert Smith and Judd Gregg, which would have lifted prevailing wage requirements when the money used came from federal repayments to state revolving loan funds.

The third unsuccessful assault on the law came from Sen. Alan Simpson (R-Wyo.) and would have exempted Davis-Bacon requirements in any area declared a disadvantaged area by the state. That was defeated 45-53.

Elsewhere on Capitol Hill:

BLACK LUNG — The House approved, 252-166, improvements in the Black Lung Act, which will make the process more equitable for miners and their spouses seeking benefits as a result of the debilitating disease.

''Twenty-five years ago, Congress made a historic commitment to eradicate black lung disease and to compensate its victims and their families,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to House members. ''Today, however, the black lung program is in a shambles.

''Claimants face bureaucratic indifference and an unrelenting campaign waged by wealthy and powerful employers who spare little expense fighting black lung claims,'' McGlotten said. ''It should come as no surprise that the initial approval rate for black lung claims has fallen to 4 percent.''

H.R. 2108 would limit the amount of medical evidence that can be submitted by the opponents to a claim; eliminate unfair obstacles to receiving widow's and survivor's benefits; and end the practice of collecting payments received during the appeals process, which can last as long as seven or eight years.

The bill, approved May 22, now goes to the Senate.

HIGHWAYS — The House approved and sent to the Senate a $2 billion federal highway and transit bill endorsed by the AFL-CIO. The bill, which would create thousands of jobs, was approved overwhelmingly by the House May 25. This major legislation would create a new national highway system of some 159,000 miles, including the current interstate system and other important non-interstate highways and roads.

The bill, H.R. 4385, also requires the Department of Transportation to develop plans for a comprehensive national transportation system with the national highway system as its backbone, but including rail, sea, air and other transportation modes.

The bill authorizes $1.4 billion for highway construction and repair projects and $605 million in transit grants.

BARGAINING

ILGWU ratifies pattern

The Ladies' Garment Workers agreed to a new three-year pattern contract with six major clothing manufacturer associations that includes wage hikes and better health care benefits.

''This is a fair and reasonable settlement that will ensure that every garment worker has access to health care coverage in this era of skyrocketing health care costs,'' ILGWU President Jay Mazur said.

The pact covers 20,000 workers in New York, New Jersey, New England and eastern Pennsylvania. Union leaders said they consider it a pattern agreement that will cover all 90,000 ILGWU workers in the Northeast. Current contracts for most of these workers expire May 31.

The agreement, approved by the bargaining committee May 24, provides for a 3.5 percent increase over three years in employer contributions to the union's health and welfare fund. Previously, employer contributions had lagged far behind the actual cost of benefits, the union said.

The agreement also includes wage increases of 10 percent over three years. The average wage for ILGWU shops is now between $7.50 and $8.50 an hour.

Job security GE priority

Job security, health care costs and pensions top the bargaining agenda for 15 unions representing nearly 50,000 workers at General Electric Co. as talks began May 24.

The major issue is job security in light of the North American Free Trade Agreement, said Electronic Workers President William Bywater, who heads the unions' coordinated bargaining committee.

The unions are proposing contract language that would guarantee workplace rights, improve early retirement options and prohibit subcontracting.

The contract with GE is expected to set the pattern for pacts with other large electrical companies such as Martin Marietta and Westinghouse. Negotiations begin July 18 with Martin Marietta, where the current contract has been extended to Aug. 12, and with Westinghouse Aug. 4. That contract expires Aug. 28.

The IUE and the Electrical Workers are the largest GE unions. Their contracts expire June 26. The other unions include the Machinists, UAW, Steelworkers, Paperworkers, Broadcast Employees/Communications Workers, Carpenters, Teamsters, Flint Glass Workers, Firemen and Oilers, Sheet Metal Workers, Professional and Technical Engineers and two unaffiliated groups.

Navistar benefits rise

The UAW is voting on a tentative agreement with Navistar International that will allow the truck manufacturer to cut wages for new employees in return for cash payments to retirees.

Under the agreement, which must be ratified by Navistar's 7,500 UAW employees, newly hired production workers will receive 70 percent of union scale. They will earn full scale within two and one-half years and job security in five years.

Retirees will receive an average of $1,400 in four payments before Oct, 1995 to help cover medical expenses. That should cost the company about $25 million, the union said.

In May 1993, a federal judge approved a settlement between Navistar and the UAW that guaranteed the company's retirees medical and life insurance benefits for life, in exchange for an agreement by retirees to pay part of those medical costs.

SEIU signs partnership pact

The National Association of Government Employees/SEIU signed a partnership agreement with the Army Air Force Exchange Service as part of the continuing ''reinvent government'' efforts.

The partnership builds on the relationship forged between NAGE and AAFES. In March, both sides signed a master agreement that covers all 5,000 bargaining unit employees.

The agreement provides joint training for management and union representatives in dispute resolution and interest-based bargaining with trained facilitators.

Unions gain bigger United stake

By Candice Johnson

The Air Line Pilots and Machinists won a larger stake in United Airlines, the result of negotiations following changes in the value of the company's stock that made the original deal less favorable to workers.

Under the new agreement, ALPA and IAM members and a group of non-union workers will own 55 percent of the carrier, up from 53 percent, in exchange for a $5 billion investment. The coalition still could gain a stake of up to 63 percent, depending on the carrier's profitability and stock prices over the next year.

Both unions said they were satisfied with the outcome of the negotiations, noting that United's stock had dropped by nearly 10 percent since the buyout was agreed to on March 25.

The deal still must be approved by the Securities and Exchange Commission and voted on by UAL Corp. shareholders. That vote is expected to begin in late June.

The Flight Attendants still are negotiating with the carrier over other issues before they agree to join the buyout. They are particularly concerned about United's opening and staffing of overseas domiciles.

The Teamsters, involved in an effort to organize United's 20,000 non-union customer service and other workers, are seeking a three-month stay of the buyout plan.

Under the proposal, the non-union group would receive a 7.7 percent stake in the carrier, in exchange for $453 million in wage and benefit concessions. The new agreement also provides for a public offering of some securities, with proceeds to go to shareholders.

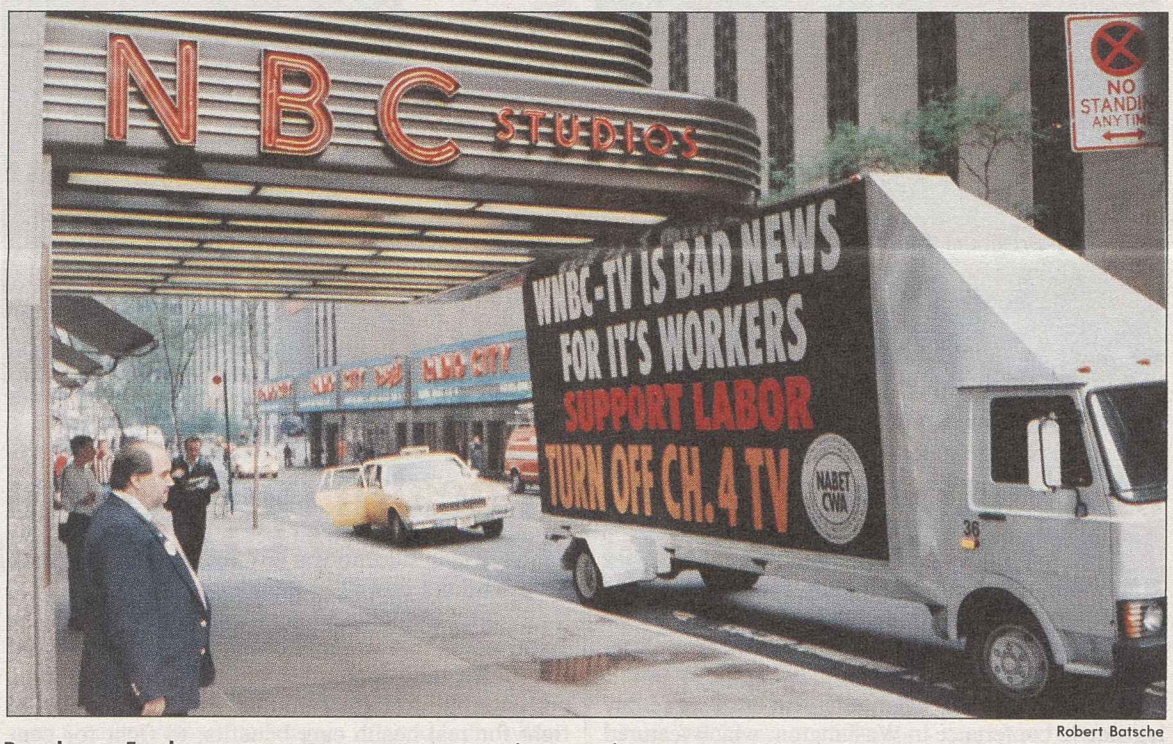
In other industry developments:

- Two hundred Flight Attendants employed by Piedmont Airlines are voting on a tentative five-year accord that provides for wage increases, improved retirement and vacation benefits and expanded family leave. AFA Piedmont local president Bradley Puckett described the accord as an ''industry leader'' that will ''enhance work life for Piedmont flight attendants''' and ''set a standard for other regional carriers to follow.''
- Eighty-three women and minorities who were turned down for pilot positions with United Airlines will share a $1.7 million cash settlement of pending Equal Employment Opportunity Commission complaints. The agreement negotiated by EEOC ends an 18-year challenge to United's pilot hiring practices.

In 1976, EEOC negotiated a consent decree with United establishing female and minority hiring goals for all the airline's occupations. Although United managed to meet those goals among other occupations, in 1988, EEOC charged the company failed to adequately recruit minority and female pilots.

In December 1987, 2.6 percent of United's pilots were minorities; 1.5 percent were women. By December 1994, those figures had climbed to 8.1 and 5.5 percent respectively.

Claimants who are still interested in working for United will be offered job opportunities, the EEOC said.



Robert Batsche

Broadcast Employees/Communications Workers Local 11 is using a traveling billboard to advertise NBC's failure to negotiate a fair contract. The union's effort to get viewers to switch off NBC helped to sink the network to third place in the May ratings sweeps.

Court sends BMWE strikers back to work

A federal district court judge, acceding to an appeal from Conrail, sent 3,500 Maintenance of Way members back to work on May 20 and temporarily ended a 13-hour walkout over safety issues.

The union charged that Conrail has refused to implement or negotiate safety measures, including the use of full-time and properly equipped ''watchmen'' to warn BMWE members of oncoming rail traffic.

Since December, four BMWE workers on the Conrail system have been struck by moving trains — two died and two were seriously injured. No watchmen were on duty when those accidents occurred. Since 1988, 31 BMWE members have been killed by moving trains.

''While other railroads have stepped up to their safety responsibility, Conrail is leaving blood on the rails with its refusal to negotiate vital safety regulations,'' said BMWE President Mac A. Fleming.

Conrail is asking the court to make the restraining order against BMWE permanent when the temporary order expires. The union said it will urge the court to order Conrail to institute the needed safety measures as a condition of any permanent back-to-work order.

Further developments on safety issues are expected when the recommendations of a joint union-management safety committee are unveiled in early June.

Meanwhile, following yet another tragic rail accident in which an engineer was killed, the Locomotive Engineers are pressing for changes in regulations for freight and passenger train signal and control systems.

In a letter and petition filed with the Department of Transportation's Federal Railroad Administration, BLE President Ronald P. McLaughlin stressed the need for mandatory installation of positive train separation systems on the nation's railroads.

Recent rail accidents are clear examples of the need for roadway block signal systems on tracks with a speed limit greater than 40 miles per hour and a cab signal system on all tracks with a speed limit of more than 60 m.p.h., McLaughlin said.

These systems have not been updated in many years, McLaughlin wrote, ''yet recent changes in the railroad industry such as twin stack container cars, jumbo grain hoppers, and higher horsepower locomotives result in longer, heavier trains for locomotive engineers to operate. These block signal changes would move the railroad industry into the 21st century.''

UNION NEWS

IBT boosts finances

The Teamsters executive board took several actions May 17 to boost finances in the wake of a costly trucking strike.

The board endorsed a proposal by IBT President Ron Carey and Secretary-Treasurer Tom Sever to cut at least $10 million in operating costs while also enacting a special $1 per member per month assessment that automatically takes effect under the IBT constitution if the net assets of the union drop below $20 million.

The net assets dropped below $20 million when the union paid out nearly $30 million in strike benefits during April. Part of the assessment will be used to cover the repayment of $15 million in loans from the AFL-CIO and affiliated unions used to maintain strike benefits.

Carey said he also would study the Teamsters Affiliates Pension Plan, which pays pensions for local union officials who already may be receiving pensions from their locals. The pension plan costs the international $16 million a year, Carey said.

Howe Apparel boycotted

Howe Athletic Apparel has been placed on the AFL-CIO ''Don't Buy'' list because of the company's refusal to negotiate a first contract with the Electronic Workers.

A majority of the 100 workers at the Howe K. Sipes Co. in Memphis, Tenn., voted last September in a National Labor Relations Board election for representation by IUE Local 282.

Despite the election victory, IUE Vice President Willie Rudd said, workers have been harassed daily by management, including threats of physical harm to the workers, the majority of whom are African American women. There also have been vicious attempts to intimidate workers with threats of firings and suspensions if they stick with the union, Rudd said.

AFL-CIO President Lane Kirkland said the federation's Union Label and Service Trades Department will join with the IUE in publicizing the boycott to help the members of Local 282 achieve a fair contract.

The Sipes company produces baseball and softball uniforms and jackets under the Howe Athletic Apparel label, which are marketed to institutions, sporting goods stores and other outlets across the country.

N. Dakota: health priority

Health care was the featured topic when more than 130 delegates gathered in May for the North Dakota AFL-CIO convention in Minot.

The convention spent one-third of its time on the issue, hearing one report from Region XII COPE Director Randy Kiser on President Clinton's Health Security Act and the federation's support for it and another report from the North Dakota Health Task Force, which has been studying employer mandate and single-payer health delivery systems.

Resolutions supporting job safety reform, health reform, a ban on the permanent replacement of strikers and changes in federal labor law all were discussed and passed. In addition, several candidates for statewide office were endorsed, including incumbents U.S. Rep. Earl Pomeroy and U.S. Sen. Kent Conrad, both Democrats.

Puerto Rico: new officers

Trade unionists in the Puerto Rico AFL-CIO voted in new top officers at its 1994 convention.

Moving to the presidency is Valentin Hernandez of the Hotel Employees and Restaurant Employees and replacing him as secretary-treasurer is Jose Torres of the Ladies' Garment Workers. Jose A. Cadiz of the Teamsters was elected first vice president.

Three new executive board members also were chosen.

Nearly 120 delegates, meeting in San Juan April 22-23, also voted support for striking workers at the Mayaguez Hilton and adopted resolutions on passage of S. 55, the ban on the ''permanent'' replacement of striking workers and changes in federal labor law.

Among the speakers were AFL-CIO Region VII Director Mary Crayton; New York AFL-CIO President Edward J. Cleary; and Susana Gomez from the AFL-CIO Civil Rights Department.

Shipbuilders contest ESOP rip-off

Unions help Avondale workers with shareholder proxy

By Greg Kenefick

Shipyard workers are protesting a 1985 employee stock ownership plan that invested their pension assets and left them holding the bag.

Ogden Industries nine years ago sold its interest in the Avondale Shipyard in New Orleans to an ESOP for $282 million. Ogden got $92 million of the sale price from ''excess'' employee pension assets and the employees supposedly were to get ownership of the yard.

But by 1994, the employees' $282 million investment had shrunk to $50 million. For three of the past four years, the yard has been losing money. At one point, stock that employees bought at more than $30 a share had plummeted to $1 a share.

It is just this kind of unbalanced ESOP that AFL-CIO Secretary-Treasurer Thomas R. Donahue has warned against as unions have explored other financial options during bargaining. But the Avondale workers did not have union expertise when they entered into the agreement. Last year, they voted for representation by the Metal Trades Council of the AFL-CIO, but ran up against a stone wall of management resistance.

Some 100 Avondale employee-owners now have formed a shareholder committee to find out what has happened to their investment.

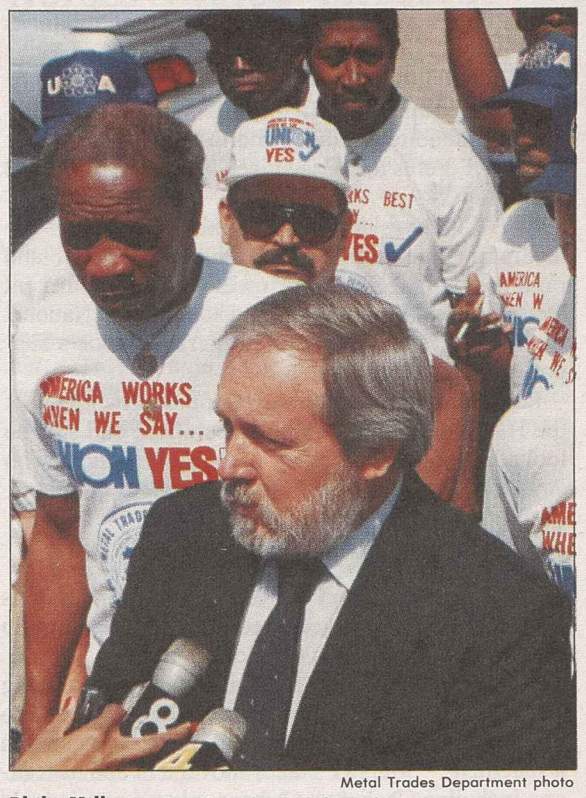
At the annual shareholder meeting, Avondale CEO Al Bossier denounced the shareholder committee and vowed to fight any efforts to unionize the shipyard, no matter what the cost, said Phil Miller, a business representative for the Plumbers and Pipefitters who heads up the Metal Trades unit at Avondale.

Despite the hostile reception, the shareholder meeting was the first step in a long march back for Avondale shipyard workers, said John Meese, president of the AFL-CIO Metal Trades Department.

''They've been frustrated for a long time by the company's union-busting tactics,'' Meese said. ''It took more than three years to get an NLRB election among the company's 5,000 employees. We won that, but found the company was prepared to spend whatever it takes to tie up the process interminably.''

Bossier proudly touted Avondale as ''the lowest cost shipyard in the United States,'' but he has not been shy in spending plenty of money — the employees' money — on legal fees to stall a ruling on the company's objections to more than 600 of the votes cast in the election.

Ed Durkin, director of special projects for the Carpenters who helped organize the shareholders initiative, said Bossier was obviously surprised by the resolve of the workers, who ''see this as an opportunity to take steps to improve their company, their future and their jobs. They won't be intimidated by slick corporate tactics.''



Metal Trades Department photo

Phil Miller of Plumbers briefs reporters on workers' ESOP complaint at Avondale Shipyard.

In its proxy solicitation, the employee committee urged all shareholders to abstain from voting for Bossier or Tulane University Engineering Professor Hugh Thompson, the only two directors up for reelection. The committee also urged shareholders to demand election of outside candidates to director slots and to set up new procedures for selecting members of the committee used to determine the pay of the company's top officers.

Although Bossier claimed that the employee committee's issues were all soundly defeated, he has formally refused to provide a final vote count on any of the issues. Instead, Durkin and the employee committee will be forced to find the results in the company's next filing with the SEC in late June.

Meese vowed that the battle would be widened.

Caterpillar workers reinstated after walkout

By James B. Parks

Solidarity paid off as 7,500 Caterpillar workers returned to work after a four-day unfair labor practices strike shut down plants in three cities.

The UAW members walked off the job May 16 to protest the suspensions of 37 employees at the plant in Mossville, Ill. The workers had been disciplined for refusing to remove balloons with union slogans from the shop floor.

The strike closed plants in three central Illinois cities — Mossville, Mapleton and East Peoria. Workers ended the strike May 20 after 34 of the workers were reinstated. The status of the other three is still being reviewed, the company said.

''Solidarity works,'' said Jerry Brown, president of UAW Local 974. ''These incidents happen because Cat has repeatedly mistreated people. They've squandered the good will of their employees — the very people who have worked hard to make Caterpillar a great company.''

> *''Solidarity works. These incidents happen because Cat has repeatedly mistreated people. They've squandered the good will of their employees — the very people who have worked hard to make Caterpillar a great company.''*
>
> **— UAW Local 974 President Jerry Brown**

The UAW members conducted themselves in a manner that ''convinced Caterpillar that their threats and intimidation wouldn't work,'' said Jerry Baker, chairman of UAW-Cat central bargaining committee.

''We've now had eight unfair labor practices strikes at Caterpillar since last September. We hope the company will put an end to the tension and instability inside Cat plants by respecting the law and respecting the rights of our members,'' Baker declared.

Caterpillar unsuccessfully tried to exert pressure on the strikers by announcing May 18 that it would begin hiring ''permanent replacements'' and that it would no longer cover the medical care premiums of striking workers.

The union filed unfair labor practice charges against Caterpillar over the suspensions. The National Labor Relations Board already has issued 88 unfair labor practice complaints against the company.

More than 14,000 Caterpillar employees have been working under an imposed contract for more than a year after they suspended their five-month strike and began an in-plant campaign to force the company to bargain.

Caterpillar has rejected a UAW offer to immediately end the long-running dispute through a vote on two different contract options. The union proposed that members be allowed to choose between the agreement in force between 1988-1991 and the current contract, the one imposed on Caterpillar employees.

The company demanded that workers vote on the current contract only. In a letter to company officials, Baker and UAW Secretary-Treasurer Bill Casstevens asked, ''Don't you think a five-month strike/lockout and better than two years of strife inside and outside your facilities tells something about what Cat workers think of your current offer?''

WORLD

Peres visits AFL-CIO

Israel is on an irreversible path to peace with its neighbors, Israeli Foreign Minister Shimon Peres said in a visit to AFL-CIO headquarters, where he thanked organized labor for its support of Israel.

"We intend to go ahead and to bring peace to our children," Peres told Executive Council members and staff May 24.

AFL-CIO President Lane Kirkland told Peres the federation "feels a great kinship with Israel and regards its struggle as our own." Ladies' Garment Workers President Jay Mazur, who heads the National Committee for Labor Israel, reiterated labor's support for the peace process.

Peres praised Haim Harberfeld, the former head of the Histradrut, Israel's labor federation, and said he looked forward to working with Haim Ramon, who defeated Harberfeld in a recent election.

Malawi election hailed

The AFL-CIO hailed the first multiparty elections in Malawi and pledged its continued support to help that country's trade union movement.

The May 17 election was the culmination of a "long and difficult struggle against overwhelming odds to end a tyrannical dictatorship," the federation said in a statement. "Malawi's labor movement and its leaders, including Chakufwa Chihana, played a major role in bringing about this change."

Chihana, former secretary general of the Southern African Trade Union Coordination Council, was imprisoned for two years for his rights activities.

The arrest sparked intense international pressure on Malawi's self-styled President-for-life Hastings Banda to hold a referendum on his dictatorial, one-party rule. By an overwhelming majority, the country voted for the multiparty elections.

Chihana, who heads the Alliance for Democracy, finished third in the race for president. His party gained 36 seats in the new 177-member parliament. The AFL-CIO's African American Labor Center sent nine election observers, who reported the vote was free and fair.

Indonesian unionists held

Three leaders of the independent Indonesian trade union, SBSI, have been charged with "inciting workers to protest" and 48 workers have been charged with "mass vandalism" after a peaceful mass protest last month.

Indonesian authorities claim the union was responsible for violence that erupted the day after an April 14 demonstration in the city of Medan. SBSI officials say the violence was caused by the military's actions.

Several trade unionists also were reportedly beaten and SBSI national leader Muchtar Pakpahan was hospitalized after collapsing for stress.

Dominican activist fired

After a March trip to the United States to testify on worker rights abuses in the Dominican free trade zones, labor activist Aurelia Cruz was fired by the Korean-owned Bibong Apparel Co.

Although Cruz was later reinstated, the company continued a campaign of harassment against union supporters, according to the AFL-CIO's International Affairs Department.

The AFL-CIO filed a worker rights complaint against the Dominican Republic under the Generalized System of Preferences. To preserve its GSP trade privileges, the Dominican government temporarily suspended Bibong's export license. The company agreed to abide by the country's labor code, but it is unclear if it will negotiate with the workers.

Solidarnosc protests

The Polish Solidarnosc trade unions have been engaging in a series of job actions to protest government economic policies.

Four-hour warning strikes were held April 28 in some 1,500 workplaces. More than 10,000 miners in 20 mines have been on rolling strikes since April and, on May 4-6, Solidarnosc launched a rolling general strike with some 200,000 workers participating.

The unionists are protesting government-imposed wage controls, high unemployment, weak social safety measures and the pace of economic reform. President Lech Walesa has offered to mediate the dispute between Solidarnosc and the parliament.



Page One Photography

Former Chinese political prisoner Harry Wu describes how imports from China are produced by forced labor. He is flanked by FAST's Jeffrey Fiedler, left, and Rep. Tom Lantos (D-Calif.).

China forced labor imports rampant

Continued from Page 1

While Clinton cited China's signing of a memorandum of understanding with the United States on dealing with the export of goods made by forced labor, the widespread practice as revealed by Wu suggests that the Chinese have hardly addressed what was a mandatory condition for the extension of MFN.

Wu, joined at the news conference by Jeffrey Fiedler, secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department, and several members of Congress, showed photographs, videotapes and other evidence collected over a recent five-week trip to China.

At great personal danger, Wu visited 26 prison operations in China, many of which produce and ship goods for the United States. One was the world's largest asbestos mine, working some 5,000 people. Another was a major supplier for China's tea industry, 30 percent of which is produced by forced labor.

Wu, whose Laogai Research Foundation collects information on the extensive Chinese gulag, noted that the Chinese government has no budget for the prison system and that the camps must make profits.

"All costs must come from the prison product," he said. While the production of goods is a magnet, "the main goal is to brainwash people, to force them to give up their religion, their thoughts, their beliefs," Wu added.

A review of shipping records indicated the tonnage or quantity of products sent to specific buyers in the United States, Fiedler said, although the records don't indicate that companies knowingly bought goods made by forced labor, a violation of U.S. law, he added.

While 39 percent of China's exports come to the United States, just 1.9 percent of U.S. exports go to China. And some of those products are made and brought into this country by the Chinese People's Liberation Army, Fiedler noted.

With the help of the AFL-CIO, television's Dateline NBC recently documented the explosive growth of companies controlled by the PLA and the export of consumer products to the United States.

Some of America's largest retail chains, including Kmart, Wal-Mart and Home Depot, are purchasers of goods made by these Chinese army front operations, said Fiedler.

Union members had leafletted in dozens of communities from Baltimore to Fresno, Calif., urging stores to remove all PLA products from their shelves and asking customers not to support the PLA.

Leafleting outside a Wal-Mart in Tuscaloosa, Ala., unionists alerted consumers that they are unwittingly subsidizing the Chinese army to the tune of billions of dollars a year. That message was repeated at stores in Louisville, Ky., Albany, Ga., Davenport, Iowa, and other cities.

Trade deficit surges 59% in first quarter

By John R. Oravec

The overall U.S. foreign trade performance deteriorated in the first quarter of 1994, as the deficit widened by 59 percent from the year-ago period.

Data from the Commerce Department showed that the trading shortfall in goods and services worsened to $23.3 billion, compared with $14.7 billion in the first three months of 1993.

While the United States did export more goods in the first quarter, the government reported, imports increased even more. However, the U.S. surplus in services declined from the year-ago period.

In merchandise trade, the U.S. deficit ballooned to $36.9 billion in the January-March period from $29.3 billion in 1993. That is an increase of 26 percent.

At the same time, the U.S. surplus in services declined 7 percent — from $14.6 billion in the 1993 quarter to $13.6 billion this year.

Based on the deteriorating first-quarter performance, the nation is headed for a $92 billion deficit in goods and services by year-end, predicted Mark A. Anderson, AFL-CIO international trade specialist. Last year's shortfall amounted to $76.8 billion.

Worse yet, Anderson projected a 1994 shortfall in merchandise trade of $148 billion — the largest since the record $159.6 billion deficit in 1987.

Workers in a wide swath of U.S. manufacturing industries will be adversely affected by the festering trade situation, he said.

"The nation's trade performance will be undermined further by the deals cut in the Uruguay Round of GATT and NAFTA," Anderson warned. "But America's workers will be saddled with the heaviest burden with the further loss of jobs and wage erosion."

If the first quarter performance is a snapshot of the impact the North American Free Trade Agreement will have on U.S. hemispheric transactions, the nation is headed in the wrong direction, Anderson said.

With NAFTA taking effect Jan. 1, the U.S. imbalance for merchandise goods trade in North America jumped by 31 percent from the first quarter of 1993, largely because the nation's surplus with Mexico plunged by 46 percent.

Imports from Mexico rose by $2.1 billion from the year-ago quarter while U.S. exports to Mexico rose by $1.6 billion. As a result, the U.S. trade surplus with Mexico dropped from $993 million in the 1993 first quarter to $536 million this year. At the same time, the U.S. deficit with Canada widened by $50 million to $2.7 billion.

Although U.S. exports to Canada and Mexico have increased by $3.8 billion from a year ago, imports from the two countries jumped by $4.3 billion.

While the overall U.S. deficit eased in March to $7.5 billion from February's $9.2 billion, it exceeded the level of the year-ago month.

Despite continuing U.S. negotiations with Japan to narrow the persistent trade gap, the March imbalance ballooned to $5.8 billion from $4.6 billion in February. During the first quarter, the deficit with Japan widened to $15 billion and could hit a record $60 billion this year, analysts said.

Rising levels of imports from China pushed the U.S. trade deficit with that country to $5.2 billion in the first quarter, although it eased a bit in March.

The deficit with China has increased by more than $1 billion over the year-ago period, despite the growing concerns over the Chinese government's human and worker rights violations while it continues to enjoy U.S. tariff reductions.



Paul Cole/New York AFL-CIO

AFL-CIO Secretary-Treasurer Thomas R. Donahue and President John J. Sweeney of the Service Employees are among the U.S. labor contingent stepping off in a Dublin parade celebrating the 100th anniversary of the Irish Congress of Trade Unions. The delegation, which included officers of four state federations — New York, California, Illinois and Massachusetts — also met with Irish Prime Minister Albert Reynolds to discuss Irish peace prospects.

NEWSMAKERS

Martin J. Manley resigned May 17 as assistant secretary of labor for the American workplace, a position established this year to promote high-performance work practices and labor-management cooperation. Manley, 40, said that he was giving up the post for family reasons. His resignation takes effect July 1.

Joyce Miller has resigned as executive director of the Labor Department's Glass Ceiling Commission. Miller, a former vice president of the AFL-CIO and the Clothing and Textile Workers, will become a special adviser to Labor Secretary Robert B. Reich on women's and minority issues.

John B. Miles was named head of compliance programs in the Occupational Safety and Health Administration. Miles was formerly the agency's administrator for Region I, which covers New England.

Mario Gallegos, a national executive board member of the Labor Council for Latin American Advancement and a retired Fire Fighter, was elected to the Texas State Senate in a run-off election April 12. Gallegos has been a state representative.

Ladies' Garment Workers Vice President and Legislative Director **Evelyn Dubrow** will speak on ''Reflections of a Labor Lobbyist'' as part of the George Meany Lecture Series, sponsored by the George Meany Memorial Archives, on Thursday, June 2, at 5 p.m. at AFL-CIO headquarters.

AWARDS

The Sidney Hillman Foundation announced the 1993 Hillman Award winners for reporting on social and humanitarian concerns: **William Chafe** for his book, ''Never Stop Running: **Allard Lowenstein** and the Struggle to Save American Liberalism;'' **Southern Exposure** magazine for its series, ''Poverty, Inc.;'' **Eileen Welsome** for her investigative report in The Albuquerque Tribune on ''The Plutonium Experiment;'' **Ofra Bikel** for her television documentary, ''Innocence Lost: The Verdict;'' and **Jim Hightower** for his radio show on ABC Radio Network. The foundation, named after the first president of the Clothing and Textile Workers, was created in 1946.

Machinists President **George Kourpias** will receive the Workers Defense League's David L. Clendinin Award for Distinguished Service to Labor's Rights at its annual awards dinner on June 2 at the Roosevelt Hotel in New York City.

DEATHS

Betty L. Tianti, a pioneering union leader who rose from the thread mills to become the first woman in the nation to be president of a state AFL-CIO, died May 16 in Alexandria, Va., of complications from emphysema.

Tianti headed the Connecticut AFL-CIO from 1985 to 1988, when she was appointed by Gov. William A. O'Neill as state labor commissioner, a post she resigned this year because of poor health. She earlier was a local union president, organizer and assistant director of COPE for the Textile Workers before that union merged with the Clothing Workers.

Tianti is survived by her daughter, Cynthia Tianti, a brother, Robert Mathieu, and a granddaughter. She was 64.

Jack Barbash, a labor economist who helped craft the merger that created the AFL-CIO, died of a heart attack May 21 in Madison, Wis. He was 83.

Barbash, who was director of research and education for the AFL-CIO Industrial Union Department until 1957, wrote numerous books, including ''Labor Unions in Action,'' ''Trade Unions and National Economic Policy,'' and ''Job Satisfaction.'' He was John P. Bascom professor of economics at the University of Wisconsin for 24 years before retiring in 1981.

Working in the mid-1950's with the late Arthur Goldberg, then general counsel of the CIO, Barbash helped negotiate that federation's merger with the AFL.

Survivors include his wife of 60 years, Kate Barbash; sons Louis, Fred and Mark; and four grandchildren.

Ethan F. Saffel, who worked for the Plasterers and Cement Masons for 25 years before retiring in 1992 as an international vice president, died May 11. He was 71.

Saffel joined the union in 1966 as a deputy organizer and became international vice president in 1970.

Survivors include two daughters, Beverly Jackson and Candance Frye; four grandchildren and four great-grandchildren.

RESOURCES

CONFERENCES

The Federal Mediation and Conciliation Service is sponsoring its seventh national **Labor-Management Conference** June 7-9 at the Omni-Shoreham Hotel in Washington, D.C. Conference speakers include House Majority Leader Richard A. Gephardt, AFL-CIO Secretary-Treasurer Thomas R. Donahue and Electrical Workers President John J. Barry. The conference registration fee is $195. To register or for more information, call 202/737-2620.

The **A. Philip Randolph Institute** will sponsor its 25th annual National Education Conference on ''The Black-Labor Alliance: Continuing the Struggle'' at the Fairmont Hotel in New Orleans June 8-11. For more information, contact Marnette Rice at 202/289-5289.

Diverse Global Thinking: A Human Resource Forum, a conference and career fair sponsored by the Personnel Management Association of Aztlan, will be held July 7-9 at the Santa Clara Convention Center in Santa Clara, Calif. The PMAA is a non-profit organization dedicated to promoting Latino advancement in the workplace. For information and registration, call the conference hotline at 408/450-2450.

COURTS

Nurses' 'voice' undercut

The U.S. Supreme Court's ruling that certain nurses are not protected by federal labor law illustrates the need for labor law reform, health care unions said.

''This unfortunate decision tips the balance in favor of management and denies nurses their legitimate voice as professionals in the health care system,'' said Candice Owley, chairperson of the AFT's Federation of Nurses and Health Professionals.

''This ruling seems to say we are a nation of supervisors — not a nation of workers,'' said Kathy Sackman, co-chair of AFSCME's United Nurses of America. ''This latitude could tempt many employers to interpret it broadly, and if so, the rights of employees to act together to improve working conditions are much more at risk.''

The decision is another example of the erosion of labor laws, ''which is why it's so essential now for Congress to reform our nation's labor laws,'' she said.

The case arose when three licensed practical nurses at Heartland nursing home in Urbana, Ohio, were disciplined and fired for complaining about conditions there.

The National Labor Relations Board issued a complaint against Heartland which was reversed by an appeals court. The case is NLRB vs. Health Care & Retirement Corp. of America.

Library of Congress sued

AFSCME filed suit in federal court seeking an injunction against the Library of Congress for violating an internal hazard abatement regulation.

The suit by AFSCME Council 26 and Locals 2477 and 2910, charges the library has not effectively acted to prevent employees from being crushed by tall, heavy, electronically moveable bookshelves. Safety features have failed often and the library acknowledges there is a problem, the suit said.

''The library has gone to great lengths to ensure the security and safety of the collection. It is time that they make the same effort to protect the lives of employees,'' said Martez Baker, president of Local 2477.

As a branch of Congress, the library is exempt from OSHA laws and has not voluntarily submitted to being covered by them.

Base closings off limits

Federal courts have no power to review individual military base closing decisions, a unanimous U.S. Supreme Court ruled. The ruling thwarts efforts by elected officials and unions to halt the shutdown of the Philadelphia Naval Shipyard.

The Base Closure and Realignment Act of 1990 forecloses the possibility of review, Chief Justice William H. Rehnquist wrote for the court. Furthermore, Rehnquist said, there is no review available under the Administrative Procedure Act or the Constitution.

The Philadelphia-area unions were trying to reverse a 1991 decision by the Defense Department's base closure commission, approved by the President and Congress, to close the shipyard. The 3rd U.S. Circuit Court of Appeals had ruled in the case, Dalton vs. Specter, that courts could review the closures.

Players thrown for loss

A federal judge overruled an arbitrator's decision that required the Washington Redskins football team to collect union dues from team members, as agreed to by owners in their contract with the NFL Players Association.

U.S. District Judge Thomas F. Hogan ruled the Virginia ''right-to-work'' law applies because the Redskins spend most of their time at the team's training camp there, rather than at the stadium in Washington where they play games.

Gene Upshaw, an AFL-CIO vice president and president of the NFLPA, says management conned the players into the challenge on the grounds of dues when team management actually wants to be a Virginia employer for purposes of workers' compensation.

The case, NFL Players vs. Pro-Football Inc. and Washington Redskins, began when the union sought to have 35 players suspended for not paying union dues prior to the team's New Year's Eve game.

Hawaii, Alaska public employees fight for fairness

Two-week strike helps gain 4-year contract in Hawaii

By Sharolyn A. Rosier

State governments in Hawaii and Alaska are learning they can't push around their public employees.

Some 20,000 workers represented by the Hawaiian Government Employees/AFSCME Local 152, weary of bogus complaints by state officials that there was no money for step pay increases, went out on strike for the first time in 60 years to force the issue.

The two-week strike resulted in a standard-setting four-year contract that will give workers an average raise of 2 percent per year and an immediate bonus ranging from $250 to $768.

Meanwhile, the Alaska State Employees Association/AFSCME Local 52, while not ruling out a strike, has filed unfair labor practice charges against Gov. Walter Hickel and mounted a vigorous public information campaign on behalf of 8,600 state employees who simply want the same economic conditions as private-sector workers.

The state, which is demanding concessions on wages, overtime and health insurance, walked away from the bargaining table on April 25 and declared an impasse, refusing to negotiate any further.

ASEA members have been working without a contract since December 1992, and their campaign for fairness has become more militant and extensive.

The Hawaiian workers struck April 18 after a fact-finding panel ruled that the pay increases sought by the union were not excessive. Not only were the state and local workers paid less than their federal counterparts, but the state's budget estimates were conservative, the panel found.

A few hundred workers on the picket line the first day grew to 15,000. They were joined in solidarity by retirees, members of other unions and by those bargaining unit employees considered excluded and essential workers.

"I'm really happy that this union came of age," said Russell Okata, an AFSCME vice president and the local's executive director. "We took on the most powerful employer. The way we got out of the strike is we had force — unity in numbers."

The strike helped turn around the state's efforts not to fund the negotiated Step Movement Plan, the state's pay increase plan. Besides yielding those pay raises, the new contract also leaves intact all other benefits, including health insurance and pension.

The employees had been working on a month-to-month extension of the contract since July 1993, the retroactive date of the new agreement.

The strikers were sustained by monetary donations from labor and the community. Albert Hamai of AFSCME Hawaii was instrumental, along with Larry Weinberg, AFSCME chief counsel, who helped essential workers at the Hawaii Labor Relations Board. The international also dispatched its collective bargaining director, Donald Wasserman, who assisted in negotiations, including an amnesty provision.

"The strike is a very powerful tool," Okata added. "But it could have never been successful unless the members supported it. It just goes to show that united we stand, divided we fall."

The strike came after years in which the units were undervalued, underpaid and underappreciated where it counted — the pocketbook, said Okata. Underlying it all was gender discrimination, since most of two of the bargaining units are women, he said.

The union represents white collar workers, supervisors and professionals.

While the Alaska Labor Relations Agency conducted hearings May 19 on the union's unfair labor practice charge, ASEA is not waiting for a ruling. With the support of the labor movement and the community, the workers have rallied, leafletted and written letters to the governor and other elected officials.

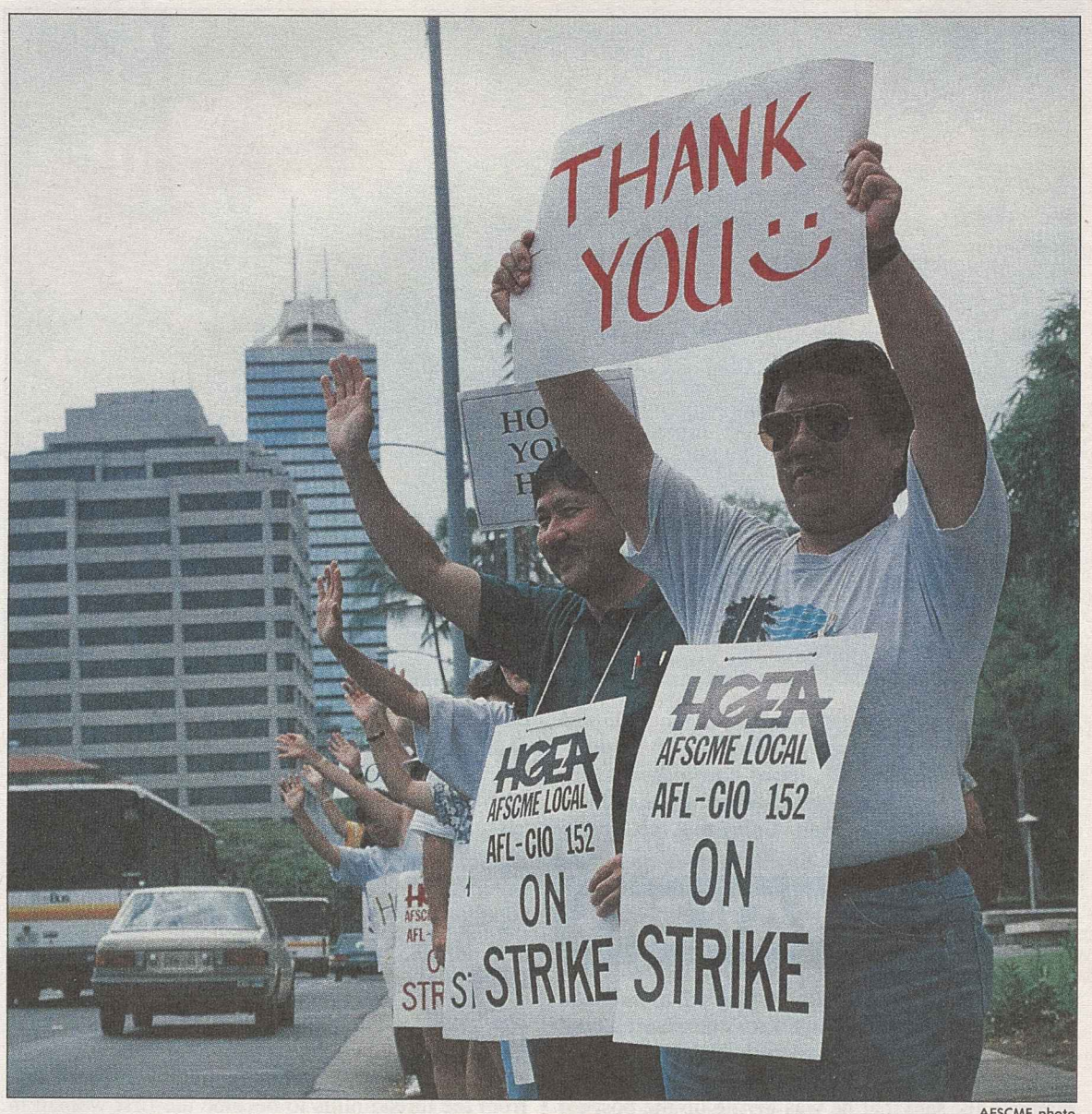
State workers should be treated the same as private-sector workers, they insist, pointing out that state law requires private-sector employers to pay time-and-a-half after 40 hours in a week or eight hours a day.

"That's what we want for our members. . . no more no less," said Kelly Brown, ASEA's newly elected president.

The union vowed to press the campaign on every front, including at the ballot box in November, when Hickel is up for re-election.

"We're ready to fight fire with fire," said Jenny Day Peterson, the union's business manager. "This battle with the Hickel administration is about dignity and fairness for state workers. If Gov. Hickel is not willing to treat them with respect, we will bring all forces to bear to make sure Alaska elects a governor who will.

"The same goes for any state legislator who chooses to be the enemy of state employees," Peterson said. "None of us wants to strike. But we have worked 18 months with an expired contract, coping continually with increasing workloads and dwindling resources. As our anger and frustration grow, so will our numbers."



AFSCME photo

Picketing Hawaiian government workers thank passers-by for supporting their strike.

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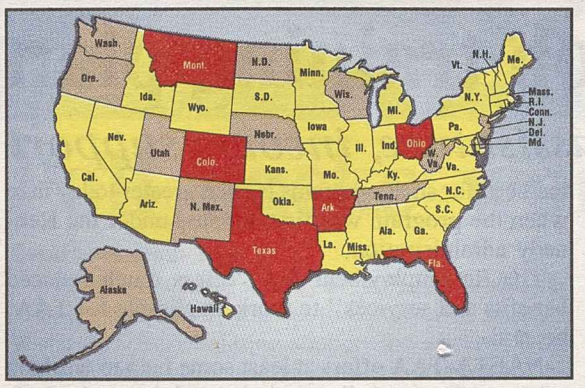
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Labor fights for workers' compensation in states across the country. **See story, Page 8.**

AFL-CIO NEWS

VOLUME 39, NUMBER 13 JUNE 13, 1994

Dunlop report spurs vital labor law debate

By James B. Parks

A report by the President's Commission on the Future of Worker-Management Relations clearly documents the need for new labor laws that increase economic security for families and encourage genuine, equitable partnerships between workers and management, the AFL-CIO said.

While noting the high cost of non-cooperation, including the abuse of workers seeking to join unions, the panel also warned that the United States is moving toward a two-tiered society ''with an upper tier of high-wage skilled workers and an increasing 'underclass' of low-paid labor.''

The loss of real buying power and the dangerous disappearance of the middle class has been linked to the decline in the number of workers represented by unions over the past 20 years, said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

''The implications of this reduction in union representation go well beyond workers' rights and directly to the future of the American economy,'' he said.

Donahue hailed the report as the opening volley in the debate over the need to update labor laws. The Dunlop Commission, named after its chairman, former Labor Secretary John T. Dunlop, is expected to issue recommendations for reform in November.

''Too many of America's hard-working families are facing an uncertain and insecure future,'' Donahue said. ''Our laws and systems are outdated and inadequate to the challenges of the new world order.''

The AFL-CIO will urge the commission to recommend legislation that encourages the spread of successful partnerships between workers and employers, as well as to shore up the erosion of the rights of workers to form unions, Donahue told a press conference at federation headquarters.

Unions also will suggest changes to counter the

Continued on Page 5



Brad Tabut

Hattie Canty and Jim Arnold, president and secretary-treasurer of Hotel Employees and Restaurant Employees Local 226, lead a rally of more than 4,000 union members outside the MGM Grand Hotel in Las Vegas. The union is challenging the casino's anti-union attitudes and its claim to own the public sidewalks in front of casino property. **See story, Page 6.**

Americans against replacing strikers by 2-1 margin

Labor begins final S. 55 push as showdown vote approaches

By James B. Parks

With a vote on the Workplace Fairness bill fast approaching, a new national poll shows that two-thirds of Americans believe employers should not be allowed to ''permanently replace'' striking workers.

By 65 percent to 31 percent, poll respondents opposed replacing strikers once a majority of employees voted to strike. The opposition to allowing employers to use this weapon against workers was uniform across a wide variety of regional, age, income and gender groups.

The poll, conducted by Fingerhut/Grandos Opinion Research, came as trade unionists and their allies were leaving no stone unturned in seeking the final votes to kill the expected Republican filibuster of S. 55, which would ban the ''permanent replacement'' of strikers.

The Senate Democratic leadership plans a vote on the bill either the week of June 13 or June 20. The House last year overwhelmingly passed the bill and it is favored by a majority in the Senate. President Clinton has said he supports the bill and the White House is actively lobbying for its passage.

John Calhoun Wells, director of the Federal Mediation and Conciliation Service, described how the use of ''permanent replacements'' is destructive to the collective bargaining system in a letter to Sens. Edward M. Kennedy (D-Mass.) and Howard M. Metzenbaum (D-Ohio), principal sponsors of S. 55.

''Simple common sense dictates that the right to replace workers exercising their lawful right to strike over economic issues of wages, hours and working conditions destroys any semblance of equality in bargaining power,'' Wells said.

''Since a principal goal of bargaining is for employers and employees to jointly address and resolve problems, the threat or actual replacement of striking employees is clearly counterproductive,'' he said. ''Further, it often serves to prolong strikes and reduce the probability of settlement.''

Kennedy and Metzenbaum scheduled a news conference for June 14, when they would introduce a number of replaced strikers, as well as representatives of civil rights, religious, women's and other groups that are part of the Workplace Fairness coalition.

Continued on Page 3

Groundwork laid for health care bill

By Colleen M. O'Neill

Braced by holiday meetings and contacts with trade unionists, lawmakers returned to Washington to grind out the details of health care reform legislation.

The Senate Labor and Human Resources Committee became the first to move legislation out June 9, when the panel passed a measure promoted by Chairman Edward M. Kennedy (D-Mass.) on an 11-6 vote. The Kennedy plan is very similar to that put forth by President Clinton.

Meanwhile, the House Ways and Means Committee under new Acting Chairman Rep. Sam Gibbons (D-Fla.) postponed its consideration of health legislation. The measure before that panel includes universal coverage and an employer mandate, a defined guaranteed benefits package and cost-containment provisions.

The just-ended Memorial Day congressional recess featured Legislative Action Committee meetings and visits in the home districts of several members of Congress, including Rep. Ron Wyden (D-Ore.) and Rep. Rick Boucher (D-Va.) of the Energy and Commerce Committee; Rep. Barbara B. Kennelly (D-Conn.) and Rep. Peter Hoagland (D-Neb.) of the Ways and Means Committee; and Sen. Kent Conrad (D-N.D.) of the Finance Committee.

In addition, Food and Commercial Workers local union presidents and representatives of the Safeway grocery chain have begun visiting congressional members in their home districts. Twenty of 102 planned sessions have taken place.

Calling attention to those employers who unfairly compete by not offering health care benefits to their workers, nearly 150 UFCW members protested June 3 outside Wal-Mart's annual stockholders' meeting in Fayetteville, Ark.

The union has estimated that Wal-Mart's failure to provide insurance for about 250,000 of its workers resulted in a shifting of about $480 million in health care costs in 1993 to other employers — forcing those

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ORGANIZING

Another USAir vote set

Passenger service workers at USAir will be voting on whether they want to be represented by the Steelworkers. The mail ballot, supervised by the National Mediation Board, will be counted Aug. 18.

The vote covers some 10,000 workers ''who need a voice at the bargaining table,'' the USWA said.

In a separate election, 7,700 fleet service workers at USAir also will cast ballots in a runoff election between the USWA and the Machinists. Those ballots will be counted July 20.

NMB procedures call for 50 percent plus one of all eligible employees to vote for union representation. In the case of a runoff, however, the union that receives a majority of ballots cast is the winner, the NMB said.

The USWA is seeking to block a bid by the carrier to contract out more than 600 freight and mail jobs. The union called USAir's plan an attempt to retaliate against fleet service workers for choosing to be represented by a union. The USWA has sought a federal injunction to block USAir's subcontracting plan.

USDA group picks AFSCME

Workers at the Agriculture Department's Foreign Agricultural Service voted overwhelmingly for representation by AFSCME.

The 283-35 voted marked the third time in 16 months that USDA employees have voted for AFSCME representation.

The FAS workers have been pressing for a greater voice on the job and support the establishment of a labor-management partnership council at the agency, the union said.

The council also represents workers at USDA's Farmers Home Administration and the Agricultural Stabilization and Conservation Service.

AK Steel votes impounded

The National Labor Relations Board has impounded ballots from a representation election at AK Steel Corp. in Middletown, Ohio, after the company challenged the election order issued by the regional director.

The campaign involves 3,500 production and maintenance workers at the former Armco Steel plant. On the ballot were the Steelworkers and unaffiliated Armco Employees Independent Federation, which now represents the workers.

Dole group votes UFW

Workers at Oceanview Produce Co., a subsidiary of Dole Food Co., voted for representation by the Farm Workers by a 275-231 margin.

The outcome is uncertain until 87 challenged ballots are reviewed, with a final determination to be made by the state Agricultural Labor Relations Board.

The campaign was the first vote held by the UFW since unionists began the march from the UFW's Delano, Calif., headquarters to Sacramento, stressing the need for farm workers to organize.

AFL-CIO backs job training plan

Concerns raised on trade assistance, income support

By Candice Johnson

The Clinton administration's Re-Employment Act, while an important step forward in meeting the needs of the unemployed, could be even more effective with key changes, the AFL-CIO told Congress.

Rudy Oswald, the AFL-CIO's chief economist, outlined these concerns about the proposed legislation in testimony before the House Education and Labor subcommittee on labor-management relations:

- The proposed elimination of trade adjustment assistance and a separate TAA program provided under the North American Free Trade Agreement.
- The current inadequate funding structure for unemployment and extended benefits.
- The possible use of ''profiles'' of jobless workers to deny benefits.
- Inadequate resources slated for Employment Service operations.
- The need for expanded labor participation.

Subcommittee chairman Pat Williams (D-Mont.) also expressed some misgiving about the legislation, saying that workers might be training for jobs that don't exist. ''What jobs are we training people for, and where do they exist, are key questions that must be addressed,'' he said.

AFSCME President Gerald W. McEntee raised another concern at a separate hearing before the House Education and Labor's postsecondary education and training subcommittee.

He noted that the Labor Department had proposed permitting profit-making firms to run both the so-called one-stop centers and the state network centers that will offer employment, education, training and other information.

AFSCME strongly believes that the proposed one-stop career centers should not be operated by for-profit companies, and that the proper role for these firms ''is as vendors of specific training services,'' McEntee said.

UAW associate general counsel Richard W. McHugh agreed, noting that the use of for-profit operators ''may present conflicts of interest, without a realistic promise of improving services to dislocated workers.''

Oswald, in his testimony, stressed that the Employment Service should continue as the center for job opportunities, calling for the proposed Worker Adjustment Career Centers and One-Stop Career Centers to be included as a part of Employment Service operations.

Oswald also stressed labor's strong opposition to a proposal to phase out benefits under the TAA and NAFTA-TAA program and consolidate six dislocated worker programs.

''We believe the 30-year commitment to the needs of workers displaced by trade and government trade policies should be continued,'' he said, noting that the need for such programs is even greater today than when the program was first adopted under the Kennedy administration.

The Re-Employment Act ''offers much reduced benefits and services'' to workers eligible for TAA, he said.

NAFTA-TAA offers at least some help to workers who are the most direct victims of the trade deal, Oswald said, noting that there were 100 petitions for assistance in the first three months after NAFTA was put in place.

One reason NAFTA was adopted was a promise by the administration of special NAFTA-TAA funding of $90 million for 18 months, Oswald said. There have been no proposals to do away with the administration's other promises — concessions on sugar, citrus and other industries — to win NAFTA votes, he said.

Instead, Oswald said, the Labor Department should improve its administration and outreach efforts to help workers displaced by NAFTA.

On funding provisions, the federation supports the administration's proposal to permanently extend the federal surtax now collected under the Federal Unemployment Tax Act, Oswald said.

Labor Secretary Robert B. Reich, in testimony before the Senate Finance Committee, said the surtax, adopted in 1977 and slated to expire in 1998, would be used solely for a ''narrowly focused extended benefits program'' and would then be allocated to a new retraining income support account.

Oswald told the labor subcommittee that the AFL-CIO agrees, believing that ''income support of unemployed workers is a worthy use of this money.''

But several programs, including the emergency extended benefits program, administration of the unemployment insurance system and the Employment Service, face funding shortfalls, he warned.



"We believe the 30-year commitment to workers displaced by trade and government policies should be continued."

— Rudy Oswald
AFL-CIO economist

The AFL-CIO also objects to a proposal to cap funds for retraining income support, Oswald said, noting that such a cap ''will make it impossible to give income support to all, or even a substantial part, of the displaced workers who will be eligible.'' This will result in ''frustration and cynicism about the entire program,'' he added.

Oswald said the level of income support payments also must be increased to the level called for under the TAA program — 70 percent of lost earnings up to a reasonable cap. Tying income support to the level of unemployment compensation is inadequate, especially when that benefit averages less than $150 a week in nearly 20 states, an ''income below the poverty line for a family of three,'' he noted.

Oswald noted that the Re-Employment Act requires participants to be eligible for unemployment insurance. But less than 40 percent of the jobless actually receive benefits, he pointed out.

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Poll backs workers on S. 55

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The poll, commissioned by the AFL-CIO Industrial Union Department, was set to be unveiled June 13. It showed overwhelming support for workers when specific reasons for the strike were proposed.

By a 72-25 percent margin, for example, Americans believe a company should not be allowed to replace workers when the strike is over cutbacks in health care coverage. The numbers rise to 86-12 percent when the strike is over unsafe working conditions.

With a supermajority of 60 votes needed to shut down the filibuster, grass-roots efforts across the country were intense. The Seattle office of Sen. Slade Gorton (R-Wash.) was stormed May 11 by 35 people, including replaced workers, who protested his opposition to S. 55.

In the president's home state of Arkansas, labor challenged the Chamber of Commerce to a debate on S. 55, and trade unionists and their supporters were planning a vigil on the eve of the vote.

Arkansas newspapers published columns by Paperworkers President Wayne E. Glenn, state AFL-CIO President Bill Becker and labor historian Martin Halpern supporting the bill. A newspaper ad May 16 argued that, without the right to withhold labor, workers have no voice to address safety and health issues on the job.

In Maine, a statewide vigil is scheduled to continue until the vote. The kickoff of the vigil May 11 drew almost a dozen candidates for governor and other state offices. Union locals throughout the state are conducting their own one-day vigils as well. The names of workers who have been replaced will be read during the vigil.

"We need fairness in the workplace. As it stands now, the balance of power between workers and management has been lost," said Terry Hughes, president of UPIU Local 449, who helped organize a vigil in Waterville, Maine.

"When workers are forced to collectively stand up for what is fair and just, they risk losing their jobs forever," he said. "Employers have options during a strike, but we believe terminating dedicated employees through 'permanent replacements' is wrong."

Some 25 trade unionists also held an informational picket outside the Portland hotel where a fund-raiser for Rep. Olympia Snowe (R) was being held, attended by Senate Minority Leader Robert Dole (R-Kan.).

The Minnesota AFL-CIO has asked all its affiliates to generate at least five letters and one facsimile message per day to Sen. David Durenberger (R) urging him to vote for cloture. The letter writing campaign has produced more than 5,000 letters to the senator and thousands of telephone calls.

In Rhode Island, State Rep. Linda J. Kushner, a Democratic candidate for the U.S. Senate, joined striking Teamsters at F. DiZoglio & Sons, a paper products wholesaler in West Warwick, and urged Sen. John Chafee (R), who is opposed to the bill, to vote for cloture. Kushner introduced an unsuccessful bill two years ago that would have banned "permanent replacements" in Rhode Island.

Vital programs at risk in 'mandates' fight

By Mike Hall

Decades of progress in civil rights, environmental, health, welfare, public safety and worker protection laws could be at risk if some of the more drastic legislation covering "unfunded federal mandates" is adopted.

An unfunded mandate is any provision of a federal law or regulation that requires a state or local government to take action that might require it to spend its own funds.

The two most radical bills — S. 933, introduced by Sen. Dirk Kempthorne (R-Idaho), and H.R. 140, by Rep. Gary Condit (D-Calif.) — would completely ban all unfunded federal mandates.

Such bills, a new study by the Center on Budget and Policy Priorities (CBPP) found, would "lead to increased gridlock, seriously limiting the federal government's ability to respond to certain needs" and would create perverse incentives for states and localities to avoid addressing problems in areas that might become the subject of fully funded federal mandate legislation sometime in the future.

Recently, several environmental bills have been stalled because of threats to seek unfunded mandate amendments. There are concerns that such labor-backed bills as OSHA reform also could become targets for the amendments.

The Senate Governmental Affairs Committee is seeking to draft a compromise to address the unfunded mandate issue, possibly by the end of the month.

The AFL-CIO and several affiliates have joined a coalition of civil rights, disability, environmental and public interest groups to oppose legislation pending in both houses to ban unfunded mandates.

"The Kempthorne (bill) would derail vital initiatives such as health care reform and reauthorization of crucial environmental and safety laws," the coalition said in a letter to the Senate. "Basic citizens' rights, from providing free and appropriate education to civil rights protections to workplace safeguards to safe drinking water are jeopardized."

Most of the proposals seek to exempt state and local governments from compliance with new laws, and with new and revised regulations, that lack full funding to pay costs incurred by those governments. If adopted, the proposals would "release state and local governments from any legal obligation to obey mandates for which the federal government does not provide full funding," the CBPP study said.

For example, under the recently passed Safe Drinking Water Act, which is intended to provide Americans with clean and reliable drinking water, the federal government will foot most of the bill for enforcement and monitoring. But state and local governments must shoulder some of the responsibility for ensuring that drinking water is safe and meets national standards.

There is some bipartisan support for an effort to lessen the financial burden on state and local governments.

But the driving force behind the Kempthorne approach is the same conservative, anti-government crowd that backed attempts by Reagan and Bush administration to weaken or eliminate important federal laws. The movement to ban unfunded mandates has been characterized as a backdoor assault on the programs that couldn't be dismantled in the 1980s.

Advocates of the Kempthorne and similar bills claim they are only seeking regulatory and fiscal relief for state and local governments that have been forced to pick up a larger share of the costs.

But the solution to inadequate federal appropriations is not to eliminate or weaken protections for job safety, environmental quality and civil rights, but to shift federal, state and local budget priorities and find new funding sources for those programs the public needs and supports, opponents of the ban say.

If a ban were in place, it could have blocked passage of such laws as the National Voters Registration Act ("motor voter"), under which state motor vehicle and other offices must register voters, and the National Child Protection Act, which requires states to report child abuse information and to create a computerized criminal profile.

Supporters of the ban claim it only would affect future laws, but the CBPP disagreed.

"Existing legislation would be affected when it was reauthorized or amended. Such action would constitute new legislation; it would cause the existing mandate to fall under the obligation for full funding. In that way the ban on unfunded mandates would begin to roll back legislation," the report said.

Further, the bills would exempt state and local governments from laws that apply to the private sector, such as an increase in the minimum wage or health care reform, and which contain an employer mandate. If the federal government did not appropriate funds to meet whatever added costs state and local governments might incur, those governments would not be required to pay the higher minimum wage or provide health care benefits.

The CBPP study pointed out that if a ban on unfunded mandates is in place when Congress adopts health care reform legislation that includes an employer mandate, "states that already met the minimum standards established would get no funding, while other states would be rewarded for not providing health care to their employees in the past.

"It would not take long for state and local government officials to recognize that there are financial advantages to letting problems fester."

CAPITOL DIGEST

The AFL-CIO is backing twin efforts in Congress to counter the administration's flawed China trade policy.

The first move will be a resolution, soon to be introduced by Rep. Gerald B. Solomon (R-N.Y.), to "disapprove" President Clinton's decision to extend most-favored-nation trade status to China despite its lack of progress in improving its worker and human rights policies. Such a resolution will be difficult to pass, since it requires a two-thirds majority.

If the resolution fails, the AFL-CIO is set to back legislation that once again would link China's MFN privileges to its human rights record. When Clinton granted the extension, he also "de-linked" future MFN considerations from human rights issues.

The legislation, to be offered by Senate Majority Leader George Mitchell (D-Maine) and Rep. Nancy Pelosi (D-Calif.), would directly tie the rights issue to MFN trade benefits for China.

AFL-CIO President Lane Kirkland called the MFN action "a disappointing setback to those who are risking their lives and liberty for the values and principles that America was created to advance."

Elsewhere on Capitol Hill:

DEFENSE FUNDING — The fiscal year 1995 Defense Authorization, H.R. 4301, contains vital provisions for economic conversion and defense reinvestment backed by the AFL-CIO. The House was expected to approve the legislation in early June.

Some of the job related provisions include:

- A loan guarantee program that makes the current defense conversion and diversification program mandatory. Under this provision, loans could be obtained only if they are used to help retrain workers who face unemployment as a result of defense cutbacks.
- A $771 million Technology Reinvestment Projects program, whose criteria includes the careful assessment of the job creation potential.
- A program to grant Defense Department funds to both business and labor organizations to develop feasibility studies and plans to create new markets to aid defense reinvestment and conversion.
- A demonstration program to assist terminated defense workers and separated military become business owners.

MARTIN LUTHER KING COMMISSION — The Senate approved legislation May 24 to continue the Martin Luther King Jr. Federal Holiday Commission for another five years.

The King Commission can serve as a "bully pulpit for all the issues before us today and their impact on racial, social and economic relations," AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the Senate.

"There has been a dramatic and sad increase in racial and ethnic tensions in our cities and schools. This has resulted in escalated violence and a growing distrust and fear for people of all races," McGlotten said.

He also pointed to the disproportionate effect of unemployment and underemployment on minorities. More Americans are working for low wages — the number of workers in full-time jobs but earning less than the poverty level jumped 50 percent in the past 13 years.

This trend has been "especially painful for minority Americans. The unemployment rate for all African-Americans is 12.9 percent, but even more astounding is that for young African-Americans, between 16 and 19, the jobless rate is 38.9 percent," McGlotten said.

NED — The AFL-CIO has urged the House Commerce justice and state appropriations subcommittee to maintain funding for both the National Endowment for Democracy and the Legal Services Corp. as the subcommittee drafts its FY 1995 appropriations legislation.

NED assists democracy-building efforts worldwide, especially in newly democratic nations. It works closely with independent trade unions in developing and maintaining democracy in those nations.

In the past decade, funding for program aimed at providing legal help for the poor has declined. But the demand for the assistance provided by the Legal Service Corp. has grown dramatically because of the increase in the poverty population.

Unions, managers talk shop at FMCS session

Bargaining parties explore ways to boost partnership

By Candice Johnson

At a growing number of workplaces, unions are providing companies with a definitive competitive edge when they are able to work in real partnership with employers.

But much needs to be done — by unions, employers and the government — to expand these partnerships to more companies and to give workers a greater voice and responsibility in the workplace.

That message was the focus of the Federal Mediation and Conciliation Service's labor-management conference, which brought some 1,500 participants to Washington to exchange ideas and look at what works — and what doesn't — in current labor-management efforts.

FMCS Director John Calhoun Wells noted the extremes of workplace relationships — distrust and hostility on the one hand, or full cooperation and mutual respect on the other.

He noted that another model, the ''conflictive partnership,'' allows labor and management to ''recognize their differences but then focus on common ground and mutual self-interest.''

Under this kind of partnership, one that involves ''shared vision, goals, gains and risks,'' companies with unions ''gain a comparative, competitive advantage over companies without unions,'' he said.

Wells cited several examples of this emerging trend, including the Steelworkers in bargaining with major steelmakers, the Communications Workers and Electrical Workers at AT&T and the Paperworkers with Scott Paper.

These new roles for unions and companies develop over time, with parties moving in the end ''to make a bigger economic pie,'' Wells said. Unions work to improve productivity and quality, which boosts profits, and companies help workers gain increased wages, job security and opportunity, he said.

AFL-CIO Secretary-Treasurer Thomas R. Donahue noted that the findings of President Clinton's panel on worker-management relations — the Dunlop commission — makes clear ''that working together as partners, labor and management can create the kinds of jobs, workplaces and businesses that America needs if we are to succeed as a nation.''

The report also documents the great obstacles to forging such partnerships, he said, summarizing the report's findings on the incidence of illegal and threatening activity by employers against workers seeking to exercise their rights to form unions and bargaining collectively.

The commission's warning that the nation is rapidly evolving into a two-tiered society is a serious one, Donahue said, noting that such changes are wreaking havoc on the lives of working families.

House Majority Leader Richard Gephardt also took note of ''the deep economic shifts in American life over the past few decades.''

''We have to give workers and managers a stake in making the economy happen,'' he said, adding that if workers have a real share in the risks, gains, and responsibilties, ''they'll be as innovative, productive and competitive as they need to be.''

Gephardt (D-Mo.) proposed a program to nationally recognize ''best-practice companies,'' firms that successfully compete not by slashing wages but by drawing on high quality work and innovation.

He also called on employers to recognize the value of investing in people, so that quarterly reports indicate more than just a balance sheet, but a truer picture of the firm's overall success.



Raymond Crowell/Page One Photography

AFL-CIO's Thomas R. Donahue talks with FMCS director John Calhoun Wells.

In some of the 35 workshop sessions, participants outlined their efforts to change a traditional labor-management relationship in both public and private sector workplaces, and offered suggestions to others just starting out.

Workshops also covered health care and other bargaining concerns, approaches to improving quality and ''total quality management'' experiences, profit-sharing, and the high-performance work force and other topics.

In one session, a panel of labor and company representatives outlined how they built on concepts of shared vision and goals in place at Saturn Corp.

Peterson Spring, a family-owned business in Three Rivers, Mich., produces automotive rings, die springs and other parts, supplying major automakers — including Saturn Corp. — and other smaller companies.

The 98 workers there, members of UAW Local 1253, had worked under a traditional adversial bargaining structure since 1952. That relationship was marked by grievances and poor communication, union and management representatives agreed. But beginning in 1991, things began to change.

That year, assisted by the FMCS, the parties formed a labor-management committee that would take up a broad range of issues in the plant — ranging from health and safety concerns to shop cleanliness and needed renovations. Key to making the committee work was a bottom line of trust, communication and commitment, said Philip Stickney, who heads manufacturing resources at Peterson.

''We laid down the ground rules for the meeting where we didn't talk any contract, we didn't talk any grievances, we strictly tried to sit down and work out day-to-day problems and long-term problems together,'' said Rob Mergina, UAW Local 1238 chief steward.

The process is a difficult one, but worthwhile. ''We will be a corporation to deal with in the future,'' he added.

Both union and management employees received training in such areas as problem solving, conflict resolution, team and group processes. Training was funded under state and federal grants, and in cooperation with a local community college.

The program at Peterson benefited from its relationship with Saturn Corp., where team concepts and workers' share in the entire design, production and marketing processes are crucial. A team from Saturn held workshops and met with Peterson employees, guiding a review of operations and training options.

The automaker also has offered access to training programs at Saturn ''and the encouragement that can only come from a successful role model,'' Peterson general manager Michael Hasler said.

But ''we hope to look at the best aspects of the Saturn experience and include them in our own direction in order to 'Petersonize' '' the operation, he added.

Among the union speakers were Presidents John J. Barry of the Electrical Workers, James J. Norton of Graphic Communications, Wayne Glenn of the Paperworkers and Robert Tobias of the unaffiliated National Treasury Employees Union.

Other speakers included Robert E. Boruff, vice president, Saturn Corp.; Professor Thomas Kochan, a member of the Dunlop commission; and New York Lt. Gov. Stan Lundine.

Task force ponders public partnership

The U.S. Department of Labor has formed a task force to examine labor-management cooperation in state and local government.

The Task Force on Excellence in State and Local Government through Labor-Management Cooperation comes at the direction of President Clinton and at the request of unions representing state and local government employees, as well as governors from several states.

''We've been preaching the gospel of cooperation and we've been practicing it in all parts of the nation,'' said Al Bilik, president of the AFL-CIO Public Employee Department and a member of the task force. ''The new task force can pave the way for a more intensive look at where and how cooperation can flourish at the state and local level.''

The 13-member task force includes representatives from labor, management, government administrative agencies and academia. It will be co-chaired by former New Jersey Governor Jim Florio and Lousiville, Ky., Mayor Jerry E. Abramson.

Other labor members are Kent Wong, president of the Asian Pacific American Labor Alliance and director of the UCLA Center for Labor Research and Education; Kenneth Young, retired executive assistant to AFL-CIO President Lane Kirkland; and Mary Futrell, former president of the National Education Association and president of Education International.

''In this era of reinventing government, our nation's citizens need and deserve high-quality, cost-effective state and local government services, said Labor Secretary Robert Reich. ''I am relying on this task force to chart a clear path toward that goal through labor-management cooperation.''

The task force will complement the work of both the National Partnership Council, responsible for reinventing labor-management relations in the federal government, and the Commission on the Future of Worker-Management Relations, which has been looking at the private sector.

The task force will meet throughout the year, and upon concluding its work, will report its findings to Reich.

APRI conferees press health care, worker rights concerns

New Orleans

More than 800 members of the A. Philip Randolph Institute converged here for the annual education conference to mobilize around workers' issues, including health care reform, labor law reform and striker replacement legislation.

Dedicated to assuming the public and social responsibility advocated by A. Philip Randolph, the late labor and civil rights leader, the conferees took time out from the speeches and workshops to march for comprehensive health care reform.

APRI President Norman Hill told reporters at a press conference that Americans should have health care benefits as good as that provided members of Congress. ''African-Americans face a health care system stacked against them due to high unemployment and low income,'' he said.

Nathaniel LaCour, president of the United Teachers of New Orleans/AFT, praised the unsung student heroes who come to school and are expected to excel without adequate health care, including immunizations and regular check-ups.

Some 200 labor and community leaders and workers marched to the Hale Boggs Federal Building after the press conference in an effort to meet with members of Congress in their home offices. Some workers even related their personal, tragic health care stories at the members' offices.

Hill urged the participants to continue such agitation in their workplaces and in their communities.

Meanwhile, Robert M. McGlotten, director of the AFL-CIO Department of Legislation, urged conferees to call their senators to express support for S. 55, legislation to ban the use of ''permanent replacements'' for strikers that will be up for a vote in the next few weeks.

Panel discussions were held on international worker rights, and union organizing and community support. Workshops also were held on the National Service Trust Act, alcohol and substance abuse prevention, stress, HIV/AIDS, labor law reform and the history of APRI and the civil rights movement.

A student conference with Frontlash was also part of the event.

Workers tell of peril, promise in labor relations

Report cites growing trend of organizing violations

Continued from Page 1

replacement of full-time workers who receive benefits with part-time workers who receive no benefits, and to combat pay inequity for women.

"Sixty years ago, Congress crafted laws for the workplace of the 1930s," Donahue said. "Since then, the American workplace has changed dramatically. It is time to bring the laws that govern America's workplaces into the 1990s."

The commission pointed to a growing trend of employers violating workers' rights to organize. In 25 percent of organizing campaigns, at least one worker is illegally discharged and the risk of being fired for union activity has increased 15-fold in the last 40 years, the report said.

"Those findings actually underestimate the dimensions of the problem," Donahue said, "since they count only workers who are fired and eventually reinstated, and ignore the thousands of workers who are forced to settle for back pay without reinstatement or who cannot prove that the reason that they were discharged was because of their union activity."

Among those who told their stories to the commission was Judy Ray, who was fired in 1993 for seeking a union after 10 years at Jordan Marsh department store in Peabody, Mass. Ray said she was followed on her days off by security guards with walkie-talkies and timed when she went to the bathroom. A manager even told her "people like you get shot in the parking lot, Judy," she said.

Five months ago, the National Labor Relations Board upheld her claim that the firing was illegal, but the process has taken so long she is facing financial ruin. Now, she said, her fellow workers tell her that they are afraid of the same thing happening to them if they support the union.

"What is most amazing to me is that I have gone through the proper channels and won at every turn, yet I am still out of a job and the management of Jordan Marsh continues to abuse the rights of the employees. Something is very wrong.

"We don't want a limo to drive us to our cars or a banquet in the cafeteria, we just want a voice," she said.

When employers have chosen to cooperate with their unions, it has paid big dividends in productivity and employee morale, Donahue pointed out.

"The simple truth is that there can be no real partnerships between employers and employees without a fundamental respect for the rights of the other, including the right to choose union representation," he said.

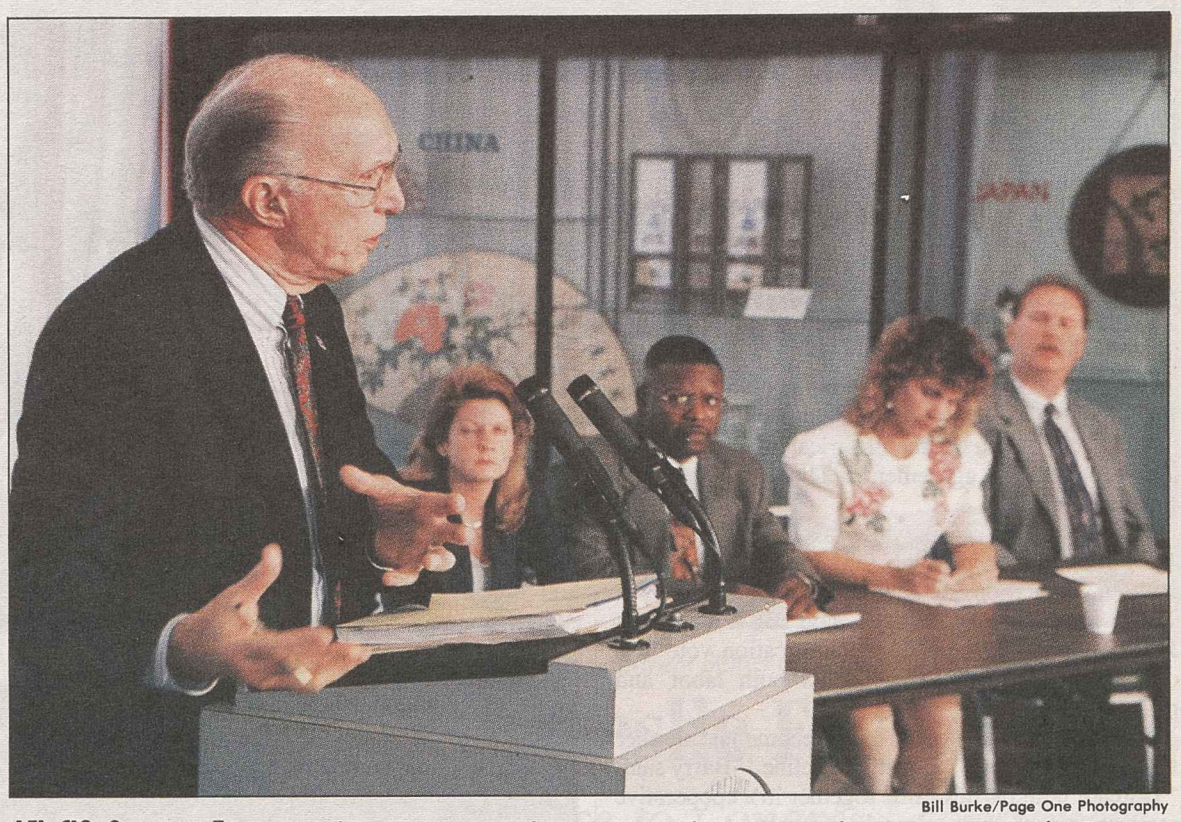
The commission recognized that "cooperation cannot be sustained in an environment of bitter, prolonged and inflammatory debates over the process of worker representation." When that conflict is introduced by the employer in the beginning of a representation effort, it is hard to overcome once the workers have gained a voice, Donahue said.

"The report makes clear that labor-management partnerships need to be encouraged because they offer the best hope of creating a lasting basis for the kind of worker participation systems that advance the interests of employers and employees alike," he said.

Mutual respect and cooperation has paid off at Miller Brewing in Trenton, Ohio, said Bill "Red" Green, plant chairperson for UAW Local 2308, who also testified before the commission.

The Trenton plant is the most productive among all Miller plants and tops in safety because the union is involved in planning, problem-solving and goal-setting at every level of the organization.

"Our experience in Trenton has shown us that it's possible to create an environment where every policy, every operation, every system is designed to give workers security and opportunity and a real stake in their jobs," Green said.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue answers reporters' questions on Dunlop commission report. Behind him are, from left: Judy Ray, who was fired at Jordan Marsh; Melvin Thomas, CWA shop steward at AT&T; Angela Pate, a Louisville nurse who was blackballed for union activity; and Bill Green, UAW plant chairperson at Miller Brewing Co. in Trenton, Ohio.

Two sides of the issue...



"Our experience in Trenton has shown us that it's possible to create an environment where every policy, every operation, every system is designed to give workers security and opportunity and a real stake in their jobs."

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UAW member at Miller Brewing Co.



Judy Ray, who sought to organize a union at Jordon Marsh, said she was followed on her days off by security guards with walkie-talkies and timed when she went to the bathroom. A manager even told her "people like you get shot in the parking lot, Judy," she said.

NCR 'satisfaction councils' illegal company unions, NLRB rules

The National Labor Relations Board has struck down NCR's "satisfaction councils" as illegal company-dominated unions.

"This case clearly shows how employers often pervert the concept of cooperative joint programs as a tool to keep workers from empowering themselves through organizing genuine labor unions," said Communications Workers President Morton Bahr.

The CWA charged that NCR set up the councils in reaction to attempts by employees to organize a union. The NLRB found the company imposed the councils as "the exclusive collective bargaining representative" for the workers and that management "dominated and interfered" with their administration.

While many business leaders argue that the federal ban on company-sponsored worker organizations should be lifted to promote cooperative workplace programs, Bahr said, "the result would only be to hand employers another tool to intimidate workers and frustrate their attempts to form their own independent unions."

"Genuine cooperation, the kind we need to build high-performance workplaces, only comes when both sides have equal power at the table," he said.

NCR established the nationwide system of "satisfaction councils" during a CWA organizing drive among field engineers in Dayton, Ohio, in early 1992. The union lost the election by only a three-vote margin among 105 engineers, although the company added 43 additional "internal corporate" engineers to the unit after the original petition had been filed.

The NLRB ordered NCR to disband the councils and to refrain from "restraining or coercing" employees in exercising their rights to form a union.

NCR, which is being renamed AT&T Global Information Solutions, employs some 25,000 workers and is headquartered in Dayton. NCR was specifically exempted from the innovative "Workplace of the Future" program negotiated by the CWA with AT&T in 1992. AT&T also agreed to neutrality in organizing campaigns.

The Workplace of the Future program was cited at the AFL-CIO press conference on the Dunlop commission fact-finding report as an example of one of the best cooperative efforts between workers and management.

The commission found that worker-management cooperation works best and longer in unionized workplaces.

The Workplace of the Future program "recognizes that the people who do the work know their jobs better than most managers," Melvin Thomas, chief shop steward of CWA Local 2150, told a news conference at AFL-CIO headquarters June 2. "Work teams will have a hand in making decisions and changes in how their shop runs."

— James B. Parks

Cooperative pact boosts job security for IBEW members

Early reopener convinces Thomson to maintain plants

By John R. Oravec

With nearly a year to go on their current contract, 5,000 members of the Electrical Workers ratified a new job security agreement at Thomson Consumer Electronics.

The three-year accord, which takes effect next April 1, is geared to preserving jobs at five TCE plants without concessions on wages or benefits while providing for work rule changes, said IBEW President John J. Barry, who hailed the ratification vote as a cooperative process that benefits both labor and management.

''These five plants could have become just another footnote in America's industrial decline,'' Barry said. ''Instead, both parties came together in a cooperative manner toward their common interest.

''The fact that the new agreement was reached and approved with no wage or benefit concessions demonstrates clearly that the real key to competitiveness is a dedicated and skilled workforce,'' he said.

Negotiations were initiated in March after TCE said it was considering the possibility of relocating its television set assembly operations because of price erosion and global competition.

TCE assembly plants are located at Indianapolis, Marion and Bloomington, Ind.; Lancaster, Pa.; and Circleville, Ohio.

The agreement specifies that no employee with five or more years of service can be laid off for the next four years because of the transfer of work or plant shutdown. Should any layoff occur, each worker would receive a severance payment of $10,000.

Wages will increase 6 percent over the contract term at the Marion and Circleville plants, coming in 2 percent increments in 1995, 1996 and 1997. For workers at Bloomington, Indianapolis and Lancaster, cash bonuses of $400 each will be paid in 1995, 1996 and 1997.

A three-month buyout plan for veteran employees will be in effect through next Sept. 1, the union said. Workers with 20 or more years of service have the option of voluntary termination and will be paid one week's wages for each year of continuous service.

In the initial ratification vote on May 4, workers at four of the five plants approved the agreement, but members at the Ohio facility voted it down by a narrow margin. They subsequently approved the agreement May 20 in a second vote.

The IBEW said that over the next four years, the jobs and wages will be protected, and the French-owned company will make additional investments in the Indianapolis plant.

Some changes will be made in the benefit package without compromising its overall integrity, the union said. Production cost reductions will come from revising work practices.

TCE products, including 31- and 35-inch TV sets, are marketed in the United States under the brands names of RCA, GE and Pro Scan.



Audrey Arnold/HERE Local 226

Some 4,000 unionists take back the sidewalk outside Las Vegas's MGM Grand.

Las Vegas unions take to sidewalks

By Candice Johnson

More than 4,000 union members rallied outside the MGM Grand Hotel, challenging the casino's anti-union attitudes and its claim to own the sidewalks in front of casino property.

Some 500 demonstrators, many of whom are members of Hotel Employees and Restaurant Employees Culinary Local 226, were arrested and another 300 were prepared for arrest. But they got a boost from a report by state deputy attorney general Chuck Gardner, who wrote that ''a state cannot 'deed away' a fundamental constitutional right.''

Jim Arnold, secretary-treasurer of the local, said the rally was ''a real show of union solidarity in southern Nevada,'' with dozens of unions joining the demonstration. ''To discriminate on who can and who cannot be on the sidewalks, that's just unconstitutional,'' he said.

MGM Grand has refused to meet with the union and will not accept ''card check'' authorization as evidence that MGM workers want union representation.

Management's claims that workers were not interested in organizing were countered by several MGM workers. ''They promised us a lot of stuff they didn't follow up on,'' one woman said.

The union is mounting a court challenge of MGM's claim to the sidewalks, with the issue now in the federal court, Arnold said.

Marchers gathered for a two-hour rally, and stepped onto the casino sidewalk in groups, carrying signs that scored the hotel's ''theft of public walkways.'' They were arrested after ignoring casino security guards' calls that they were trespassing.

Arnold was joined by Farm Workers President Arturo Rodriguez, HERE Local 226 President Hattie Canty, state and local elected officials and others as they stepped onto the sidewalks and were arrested.

Arnold told the crowd to send a loud message to the casino corporation. ''As Americans, as veterans, as taxpayers, as union members, we say to MGM, you have no moral or legal authority to limit our freedom of speech or constitutional rights.''

A few days later, some 3,000 culinary workers and trade unionists rallied outside the Frontier and the Desert Inn casinos, pressing for workers' rights to organize.

HERE Local 226 is seeking ''union again'' language in an agreement with the Sheraton ITT Corp., which bought the Desert Inn but is refusing to give transfer rights to workers for jobs on the new property or to accept card check authorization.

''These workers are part of a very successful business, and many are long-term employees, with 20 years' service,'' Arnold said. But if Sheraton razes the current property to build new facilities, ''some 800 workers could be out in the cold.''

Demonstrators also pledged to keep up their fight against the Frontier hotel, where 550 workers have been off the job since September 1991, when they were permanently replaced.

The deputy attorney general's draft report characterized the MGM Grand private property claim as an attempt to ''eliminate all handbillers, union picketers and others who would exercise constitutional rights.'' It also criticized an arrangement between the casino and the county that seemed to give MGM control of the sidewalk.

The report noted that this arrangement raised constitutional as well as public safety issues. ''The Constitution cannot be buried in the recorder's office,'' it declared.

The report also noted two instances of ''questionable conduct'' by a law firm representing MGM.

Labor, community rally to Staley workers' fight for justice

Decatur, Ill.

Workers locked out by A.E. Staley Co. have been bolstered by growing labor and community solidarity as they near the one-year anniversary of their dispute with the company.

A throng of some 1,000 union members and supporters from the region joined with Decatur religious and community leaders early this month in a sit-in at the main gate of the Staley corn milling operation to protest the lockout of the 750 workers, members of the Paperworkers Local 7837.

Police arrested 50 of the protesters during the three-hour demonstration, including members of the UAW, Electrical Workers, Service Employees and AFSCME, as well as representatives of the Chicago-based 8th Day Center for Justice and religious leaders of several Decatur-area churches.

Among those arrested was UAW Local 751 President Larry Solomon, who has helped lead the fight against another anti-union employer, Caterpillar Inc. Another demonstrator, Donna Sperry, wife of one of the locked-out workers, said the escalating demonstrations are the only way to send Staley a clear message.

''What this company has done is just not right,'' she said. ''They need to know that we will fight until the bitter end.''

The plant has been the site of a series of demonstrations in the months since the union rejected company cutback demands.

The Staley workers, then members of the Allied Industrial Workers before it merged with UPIU, continued working past the September 1992 expiration of their previous contract until the company locked them out last June 27. A massive rally is planned in Decatur this June 25 to support the workers.

In addition to the plant-gate demonstrations and prayer vigils, a delegation of Staley workers also travelled to London in January to address shareholders of Tate and Lyle, Staley's parent company.

Staley solidarity committees also have been set up in major cities throughout the northeast and midwest. The AFL-CIO Executive Council last August urged all union members to assist the Staley workers in their fight for justice.

Reuters news agency credited the union's appearance in London with a 15 pence drop in the parent company's stock prices. And, local union leaders say the reopening of talks in May was the result of growing public pressure on Staley and the parent firm.

But, after six bargaining sessions in May, talks have bogged down. The major issue, a UPIU spokesman said, is the number of employees who will be retained. Staley now is operating the plant with some 220 employees, including managers and scabs.

BARGAINING

IBT ratifies freight pact

The Teamsters ratified a new four-year national freight contract that preserves full-time jobs and raises wages for some 120,000 workers.

"Our members have stopped the trucking companies from shifting good full-time jobs to low-paid part-time jobs," said IBT President Ron Carey. "This overwhelming vote shows that our members are proud of what they've won for themselves, their communities and for future generations."

The pact, approved by an 81 percent favorable vote, was negotiated with Trucking Management Inc., which represents 22 trucking companies. The ratification, announced June 5, came after a 24-day strike in April involving some 70,000 union members.

Besides preventing the companies from using part-time workers, the contract provides job security for drivers who otherwise would lose their jobs because of work contracted out to the railroads.

Under the agreement, the employers will make the largest contribution in freight history for workers' pension and health care coverage, the union said. Workers also will receive $3.20 per hour wage increases over the life of the contract.

USWA, LTV in accord

The Steelworkers reached a last-minute tentative agreement May 31 with LTV Corp., avoiding a scheduled strike.

The five-year contract would cover 14,000 workers in six states and follows the pattern set last year with other basic steel companies, union spokesman Dick Fontana said. If ratified, the pact would expire Aug. 1, 1999.

Workers would receive a 50-cent per hour wage hike effective in August 1995, as well as a $1,000 ratification bonus and lump-sum bonuses of $500 each on March 1 and Oct. 1 of next year. Employees would get another bonus of up to $1,000 in 1996 if company profits reach $225 million in 1995, Fontana said. Employees also would receive a minimum 14 cents an hour in profit sharing in each year of the contract.

Pact assures job security

Workers whose jobs may be threatened if pending telecommunications reform legislation is approved would receive job security under a new agreement among AT&T and the regional Bell operating companies and two unions.

Under the agreement with the Electrical Workers and Communications Workers, the companies would give priority consideration for re-employment to workers laid off since Jan. 1, 1993, or who lose their jobs due to conditions created by legislatively mandated changes.

Both unions have endorsed a number of bills introduced in Congress that would allow the RBOCs to offer long-distance service in competition with AT&T. The agreement would only go into effect if the legislation is approved.

"Thousands of jobs have already been lost or shifted due to technological advances and changing market conditions, including the current restricted competition in the industry that has worked against the regional companies," said IBEW President John J. Barry.

CWA President Morton Bahr hailed the pact as "the first agreement since the 1984 Bell System divestiture that includes all seven Bell regionals and addresses the job security concerns of workers affected by the wrenching changes in this industry."

UAW rejects Navistar pact

By a wide majority, UAW members rejected a proposal that would have allowed the heavy truck and engine manufacturer to hire new workers at a reduced wage in return for cash payments to retirees.

Under the proposed modification to the UAW-Navistar master agreement, new production employees would receive 70 percent of union scale over two-and-one-half years. In return, Navistar was to have given $25 million in cash payments to retirees in 1994 and 1995 or an average of $800 to retirees and $440 to surviving spouses.

Navistar retirees will receive an additional $600 and spouses $330 under a separate agreement negotiated by the union. In return, the company will be allowed to grant full job security after five years to new hires, instead of the current one year.



Dwight Burton/ILGWU

Striking Leslie Fay workers march through Manhattan's garment district to Herald Square.

Boycott boosts Leslie Fay strikers

ILGWU members take case to Congress, consumers

By Sharolyn A. Rosier

With a national AFL-CIO boycott and congressional hearings under way, nearly 2,000 striking Ladies' Garment Workers prepared to fight one of the nation's largest women's apparel manufacturers, which is seeking to move jobs overseas.

The workers, who struck Lesley Fay June 1, took their case to their communities with rallies, leafletting and letters to retailers. More than 1,000 supporters gathered June 9 at a rally in front of Leslie Fay headquarters in New York City, where AFL-CIO Secretary-Treasurer Thomas R. Donahue announced the federation would urge all Americans not to buy Leslie Fay products.

"Working people stand up for working people," Donahue said. "We will not do business with a company that rewards its employees with treachery and rewards its executives by feeding their greed."

Leslie Fay in 1993 sought Chapter 11 bankruptcy protection in the wake of a major accounting scandal perpetrated by some of its executives. Then, when negotiations began in March, the company announced plans to move its domestic production at plants in northeastern Pennsylvania to countries like Guatemala, where garment workers earn 32 cents an hour and are subject to forced overtime and physical abuse.

> *"Leslie Fay is dictated by unrestrained corporate greed and the obscene exploitation of workers here and abroad."*
>
> **— Jay Mazur**
> **ILGWU president**

The announcement abolished a prior July 15, 1993, agreement that guaranteed employment for 1,200 workers in northeastern Pennsylvania.

The company's motives were questioned June 7 during a congressional field hearing in Wilkes-Barre, Pa., by members of the House Education and Labor subcommittee on labor-management relations, where ILGWU President Jay Mazur testified.

"Leslie Fay is dictated by unrestrained corporate greed and the obscene exploitation of workers here and abroad," Mazur said. "Despite the fact that the company's financial difficulties were in no way their responsibility, Leslie Fay workers have made major concessions to the company in an effort to restore its economic health."

He called for new trade-related laws that would apply economic sanctions to specific corporations, in the manner of the "hot goods" provision of the Fair Labor Standards Act.

The panel, chaired by Rep. Ron Klink (D-Pa.) and including Pennsylvania Reps. Paul Kanjorski (D), Tim Holden (D) and Paul McHale (D), along with Puerto Rico delegate Carlos Rosnero-Barcelo, also heard from state officials.

Pennsylvania Secretary of Commerce Andrew Greenberg said the state has offered Leslie Fay a financial aid package that includes a low interest loan of up to $500,000, tax-exempt bond financing and technical assistance in developing a state-of-the-art manufacturing facility. To date, Leslie Fay executives have not shown interest in the offer, he said.

Workers also told of the exploitation of workers in both the United States and off shore. In a written statement, Dorka Diaz Lopez, a citizen of Honduras, told the committee of worker abuses at Global Fashions, a garment plant in Choloma that contracts with Leslie Fay and other U.S. garment firms.

Girls as young as 13 work 12-hour shifts behind locked doors, earning 41 cents an hour for a typical work week of 58 hours, she said.

Lopez, whose Spanish was translated by an interpreter, held up a Leslie Fay skirt made in Honduras and sold in Macy's for $50. A similar skirt made in Pennsylvania cost $48 in Macy's, Lopez added.

Leslie Fay employee Pearl Novak told the panel that similar skirts were produced domestically by local workers who are paid an average of $7.80 per hour.

The Clinton administration is "seeking to influence business practices abroad by tying trade agreements to human rights issues in other countries," the panel was told by Ambassador Jennifer Hillman, the U.S. government's chief textile negotiator, and Andrew Samet, associate deputy undersecretary for international labor affairs.

The company refused to participate in the hearing.

Meanwhile, other top federal and Pennsylvania officials are engaged in a flurry of activity aimed at pressing or persuading the long-successful but scandal-ridden company to change course.

Rep. John Murtha (D-Pa.) has asked the U.S. Customs Service to rescind its reduction of a huge customs penalty owed by Leslie Fay to a fraction of the original amount. The penalty, reduced from $104,286,317 to $3,931,585, was levied against Leslie Fay for commercial fraud and negligence, according to U.S. Bankruptcy Court papers.

Pennsylvania Lt. Gov. Mark S. Singel also has added his voice to those urging Leslie Fay to relent. Saying that he was "truly angered" by the company's plan to abandon the state after more than 40 years, Singel pledged that "we will find every avenue we can to investigate the company's actions, to protect our citizens and businesses, and to seek appropriate remedies to save jobs in Pennsylvania."

Teamsters President Ron Carey sent a message to the workers at the rally in New York City saying, "The Teamsters support your fight to maintain decent, good-paying jobs in the United States. It's a fight all working people share. Good jobs mean solid families and stable communities."

After the rally, the crowd carried their placards and banners through the Garment Center to Herald Square, symbolizing the support of workers in the garment industry for the strikers.

ILGWU members and workers from other unions also began leafletting Saks Fifth Avenue stores in New York and 16 other cities to appeal to the company to discontinue stocking Leslie Fay.

Michigan's GOP sneaks attack on school employees

With Republicans having momentary political control, the Michigan legislature delivered a legislative affront to teachers and other school employees with the passage of a bill imposing stiff fines for striking.

The law will dock striking teachers a day's pay for each day they are on strike and allows fines of up to $5,000 a day for striking school employee unions, even if management fails to bargain in good faith or is found guilty of an unfair labor practice. A commission appointed by the governor would evaluate charges and levy fines.

Management would only be fined in the event of a lockout, which has occurred only once or twice in the history of school bargaining in Michigan, according to the Michigan AFL-CIO.

Since passage of the bill, a special election has filled three vacant seats with Democrats, restoring the legislature's even split between Democrats and Republicans.

While Gov. John Engler and Republican legislators labeled the bill a ''cost containment'' law, Michigan AFL-CIO President Frank Garrison called it ''the Engler Rape Teachers Act of 1994,'' noting there really has not been a problem.

''The latest state statistics showed that in the five-year period from 1988-89 to 1992-93, the total number of annual teacher strikes declined from 15 to two, out of 524 K-12 school districts,'' he said. ''And even these statistics didn't show whether unlawful employer conduct caused or prolonged a strike.''

While paying lip service to education ''cost containment,'' Gov. Engler, with the legislature's blessings, diverted $40 million of adult education funds to his business and political cronies, the Detroit News reported April 10.

The law also allows unilateral implementation of last offers and outlines nine areas not subject to bargaining, including contracting out and the impact of contracting out of non-instructional support services.

A seldom-used parliamentary maneuver discharged the bill from committee with Republican votes and without any public hearings on the final version of the bill.

JOB SAFETY

Fine levied after 2 die

Pentron Inc. of Pennsylvania faces $467,000 in fines in the wake of the suffocation deaths of two workers last November.

OSHA issued 16 citations in the case, including 11 for willful infractions. Lonnie ''J.R.'' Baird and Theodore Ham died after breathing hydrogen-sulfide gas undetected in a chemical tank truck they were about to repair. Five other workers were injured when they tried to rescue the pair.

The agency said the company had not provided proper training, had improperly guarded machinery, and committed record-keeping and other infractions. It also found no evidence the workers followed proper procedures for working in confined spaces.

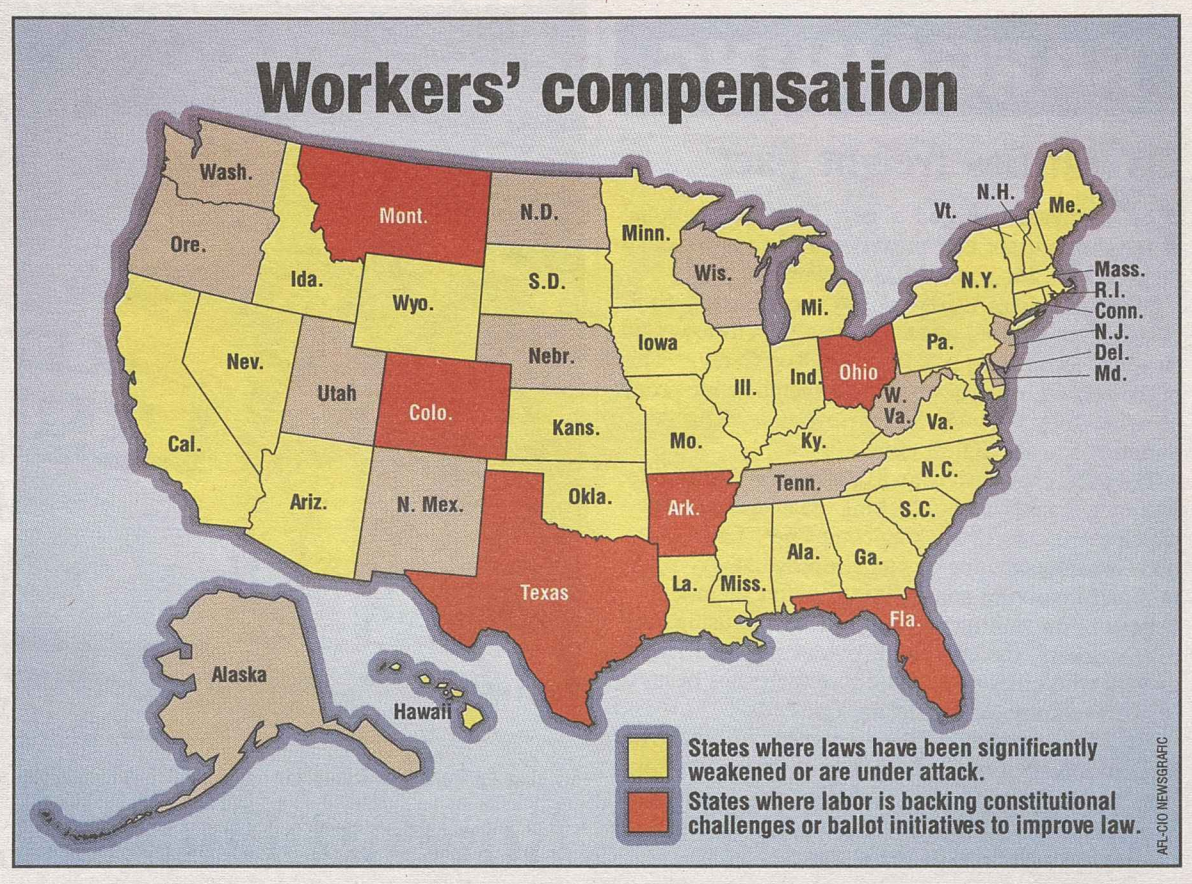
Pentron said it would contest the fine.

$5 million lead fine cited

The Occupational Safety and Health Administration cited a Pittsburgh-based painting contractor with multiple egregious, willful violations of the agency's lead standard carrying a total fine of more than $5 million.

According to OSHA, the E. Smalis Painting Co. exposed a number of employees to levels of lead nearly 700 hundred times greater than the permissible regulatory limit of 50 micrograms of lead per cubic meter of air. The company was performing abrasive blasting, repainting and other general work on a bridge coated with lead-based paint spanning the Allegheny River at Tarentum, Pa.

Specifically, the agency said the company failed to provide appropriate engineering controls, lead training programs, inadequately monitored employees' blood and failed to remove workers whose blood-lead levels were higher than OSHA's acceptable limit.



Workers' comp is under assault

Labor seeks to stem tide sweeping through states

One of the most contentious issues confronting state lawmakers is the ongoing fight over workers' compensation, which pits business and insurance interests against labor and its supporters in the 50 state capitols.

Organizations such as the National Federation of Independent Business and the national and local Chambers of Commerce have cloaked their lobbying against workers comp benefits with arguments about a state's ''business climate'' and ''global competitiveness,'' notes Jim Ellenberger, assistant director of the AFL-CIO Occupational Safety and Health Department.

''On the other hand, insurance organizations — led by the American Insurance Association and the Alliance of American Insurers — have called workers' compensation their franchise,'' Ellenberger said. ''They're exerting enormous pressure on state policymakers to keep premiums high while reducing benefits to injured workers.''

Here's a rundown on the status of workers' compensation measures passed and pending in several states:

ARKANSAS — Despite the fact that Arkansas already ranks near the bottom of all states in terms of costs to employers and benefits paid to injured workers, a 1993 law changed definitions and made it even more difficult for workers to qualify. State AFL-CIO President Bill Becker reports progress on obtaining the necessary 70,000 signatures needed on a petition to get the Safe Workplace amendment on the ballot for November's election. The initiative would guarantee basic rights to workers injured or killed on the job.

FLORIDA — Lawmakers adjourned a special session of the legislature devoted to ''reforming'' workers' comp last fall by adopting a number of business-sponsored changes that will cut employer premiums an average of 15 percent and as much as 25 percent for some. Marilyn Lenard, president of the Florida AFL-CIO, said the changes will result in shifting some costs from employers to workers, and cutting maximum temporary total disability benefits from 260 to 104 weeks.

OHIO — Legislators set up a managed care system that effectively denies injured workers choice of doctors and providers. Injured workers seeking care outside the employer-selected network would be charged out-of-pocket co-payments. These and other changes have been challenged by the Ohio AFL-CIO in three separate court cases. In one case, the court has given labor until July 7 to collect 217,000 voter signatures to put a ballot initiative before voters to scrap the changes.

PENNSYLVANIA — With a goal of cutting employer premiums by at least 2 percent, the legislature approved caps on medical fees for doctors and hospitals treating workers and a reduction of benefits for some injuries.

ALABAMA — Lawmakers approved a measure classifying fraudulent claims by workers as felonies, but failed to enact proposals to penalize employers or insurers for willfully witholding payments on legitimate claims.

COLORADO — Labor and business negotiated changes in the state workers' compensation program in an effort to reverse earlier regressive changes. Gov. Roy Roemer (D) approved the bill, which strikes down an automatic age 65 cutoff of permanent and total benefits and excludes collectively bargained retirement benefits from offsets. A private-sector advisory panel will be expanded to include five labor and five business leaders. The Colorado AFL-CIO is backing a ''Choice of Care'' initiative for the November ballot to allow injured workers to choose their own doctor.

IDAHO — The Idaho AFL-CIO is backing a legislative reform package that will bring 25,000 farm workers under the protection of workers' compensation. Farm workers have been exempt since Idaho first adopted a workers' comp package in 1917. This measure is especially important for Hispanics here and in the 10 other states that still exclude farm workers. The Labor Council for Latin American Advancement has made this initiative a priority.

NEBRASKA — As of Jan. 1, employers are subject to tighter restrictions. The state's new workers' comp law also provides for increased benefits and a system of managed care with cost controls. Joint safety committees are mandatory. Enactment of this law was supported by employers and the Nebraska AFL-CIO.

NEW HAMPSHIRE — A workers' compensation reform law signed in March emphasizes safety, helps injured workers keep their jobs and offers incentives for businesses to get out of the assigned risk pool. But it cuts workers' benefits by 10 percent. The New Hampshire AFL-CIO opposed the benefit cut, but did not actively oppose enactment of the bill in view of the other improvements it contained.

MAINE — A yearlong reform debate produced a dispute-resolution system based on consensus, mediation and administrative decisions. It also replaced the assigned risk pool controlled by private insurers with a new, multimillion-dollar, employer-owned insurance company. A major change involved the decision to abolish the Maine Workers' Compensation Commission in favor of an administrative board of four labor and four management representatives.

OREGON — Four successive years of declining insurance rates are the result of Oregon's progressive health and safety practices, including the law requiring joint labor-management safety committees.

WYOMING — Gov. Mike Sullivan (D) signed a major workers' compensation bill into law, despite concerns over the elimination of the previous 8.5 percent cap on increases in premiums. The statute establishes a new formula for determining the payment of benefits to workers permanently disabled. The Wyoming State AFL-CIO opposed the bill because it excluded three types of injuries that were previously covered and increased the burden of proof on injured workers. The bill also changed the formula for compensating permanent disabilities.

COURTS

AFL-CIO backs Breyer

The AFL-CIO is strongly supporting the nomination of Judge Stephen G. Breyer to the U.S. Supreme Court.

In a June 2 letter to the Senate Judiciary Committee, AFL-CIO President Lane Kirkland said Breyer ''has shown his commitment to our constitutional values, to a humane vision of the law and its role in a civilized society, and to the just needs of the individual citizen.''

Breyer has ''demonstrated a keen appreciation of the national labor policy, the dynamics of the collective bargaining system and the claims of working men and women for dignity in their work and for economic fairness,'' Kirkland said.

A former chief counsel to the Senate Judiciary Committee, Breyer currently serves as chief judge of the 1st U.S. Circuit Court of Appeals.

Employee rights curtailed

The U.S. Supreme Court curtailed the free speech rights of public employees when it ruled that courts, when deciding if a worker was fired for exercising the right of free speech, should accept the employer's ''reasonable conclusions'' about the worker's conduct.

The case, Waters vs. Churchill, arose when McDonough Hospital District in Illinois fired nurse Cheryl Churchill for gross insubordination in 1987 after she commented to another employee that the hospital's cross-training policy threatened patient care.

Churchill sued, claiming her right to free speech on an issue of public concern was denied. A federal judge ruled that her comment was not protected under the Constitution, but the 7th U.S. Circuit Court of Appeals ordered a jury trial to decide the issue.

The Supreme Court, although reversing the appeals court decision, did order additional fact finding because Churchill had produced enough evidence to question the hospital's motivation in firing her.

In their dissent, Justices Harry Blackmun and John Paul Stevens said the court's decision ''provides less protection for a fundamental constitutional right than the law ordinarily provides for less exalted rights.''

Relocation case settled

After a settlement between an Iowa packing company and the National Labor Relations Board, the U.S. Supreme Court dismissed a case that would have decided when bargaining is required over plant relocations.

The settlement is a setback to employer opponents of the relocation rules since there are no other cases in the appeals pipeline that could be used to quickly challenge the regulations. Relocation cases now pending before the NLRB could take four or five years to reach the high court, management lawyers said.

The case, Dubuque Packing Co. vs. Food and Commercial Workers, began when the NLRB ruled in 1987 that the company violated labor laws by moving its slaughter operations from Dubuque to Rochelle, Ill., without bargaining with the union. Some 530 jobs were lost in 1981 move. The company closed and sold both facilities in 1982.

After the NLRB ruling was overturned by a federal appeals court, the board established a test that requires an employer to bargain over relocations unless it can show that labor costs were irrelevant to the decision or that relocation would not have been affected by any union offer of cost concessions.

Owl debate continues

Continuing lumber shortages are predicted despite the decision by U.S. District Court Judge William Dwyer to lift the two-year-old injunction against timber sales from federal lands in the Northwest.

''The debate is far from over,'' warned Carpenters Vice President Mike Draper. ''Sawmills and papermills throughout our region will continue to starve for wood supply and chips as environmentalists prevent proposed sales from coming to completion.''

Dwyer's original injunction froze the sale of timber from 9 million acres in Oregon, Washington and northern California, the habitat of the northern spotted owl. Dwyer said the injunction had served its purpose. Litigation challenging the legality of the Forest Service's lumber plan and environmental impact statements regarding timber harvests will proceed.



Bill Burke/Page One Photography

U Win Khet, chairman of Burma's National League for Democracy, addresses a rally in front of the Burmese embassy to protest anti-democratic, anti-worker policies in that country. Burma's military rulers have refused to accept the results of 1990 multiparty elections. They have banned independent trade unions and continue to use forced labor. With assistance from the AFL-CIO and affiliated unions, the Burmese democracy and trade union movements have established a goverment and trade union federation in exile in the United States.

ILO session marks 75 years of progress

AFL-CIO's Charles Gray chairs 1994 Geneva conference

By James B. Parks

The International Labor Organization will mark its 75th anniversary with new efforts to address critical issues facing the expanding global economy — rights of part-time workers, mine safety and worker rights in international trade.

The 1994 conference also will welcome a newly democratic South Africa back into its ranks after a 30-year absence.

''There should be no doubt that the ILO's mandate — the pursuit of social justice — is as critical to the peace and prosperity of the world today as it was 75 years ago,'' said Charles D. Gray, the 1994 conference president in an address.

Gray, director of the AFL-CIO International Affairs Department, also served as U.S. worker delegate to the conference. He is the first U.S. worker delegate to be elected conference president.

While democracy is on the march, and science, medicine and technology are advancing, more needs to be done, Gray said, ''especially when we see a corresponding rise in global levels of poverty and unemployment, an increasing gap between rich and poor, and millions of workers who are still denied the right to stand on their feet and demand a fair share of the fruits of their labor.''

''There are areas of worker rights that are fundamental and where the ILO must continue to push for universal application,'' Gray said. ''These are basically the same rights mentioned in Samuel Gompers' 'Worker's Bill of Rights' — namely, the rights to freedom of association, to organization and collective bargaining, to equality of opportunity and treatment in employment, and to be free of forced labor and child labor.''



''There should be no doubt that the ILO's mandate — the pursuit of social justice — is as critical to the peace and prosperity of the world today as it was 75 years ago.''

— Charles D. Gray, AFL-CIO international affairs director

Former AFL President Gompers headed the international commission that created the ILO in 1919.

Delegates to the 1994 conference are expected to vote on a new standard on the right of part-time workers to have safe working conditions and access to employment and social security. Employer groups are opposing the convention, said Phil Fishman, AFL-CIO assistant director of international affairs.

The draft convention presented last year called for part-time workers to have the same rights as full-time workers to organize and bargain collectively, to have a safe and healthy workplace, to be free from discrimination in employment, and to have a basic wage and benefits such as paid holidays and social security.

The conference also will begin the two-year process for creating a new standard to improve safety and health for the 25 million workers directly employed in the world's mines. More than 15,000 mine workers worldwide lose their lives each year, an ILO report reveals, though the actual toll may be higher. ''Fatal accident figures are very difficult to compile and severe underreporting is suspected,'' the report said.

The proposed new standards would include the need for specific policies on prevention of occupational accidents and diseases and the procedures to implement the policy. Preventive and protective measures would cover especially hazardous operations such as mine development, mineral extraction, ground support, use of explosives, transport and haulage and specific mine environmental hazards.

The United States intends to ask for ILO action on child labor and worker rights in trade, Sen. Tom Harkin (D-Iowa) said. ''We have to ensure that the growth of world trade over the next few years... does not come about on the back of child labor,'' Harkin said.

ILO figures show that more than 200 million children under the age of 12 are employed in manufacturing around the world, he said.

Labor Secretary Robert B. Reich was scheduled to address the conference and he was expected to devote part of his speech to the question of worker rights under the new world trade regimes.

The conference also will welcome four new members: Oman, Turkmenistan, Tajikistan and South Africa. Gray extended a special welcome to South Africa after ''a long and often painful process which has borne fruit in your recent democratic elections.''

In 1964, the ILO passed a resolution that criticized the then white-only government of South Africa. The South African government withdrew from the ILO that same year to protest the declaration.

U.S. factory pay straggles as productivity surges

By John R. Oravec

America's factory workers ranked 10th in wages and benefits among industrialized nations in 1993 even though their productivity improved substantially over the year.

Despite being the most productive in the world, U.S. manufacturing workers advanced their standing in total compensation only slightly — up from 13th in the 1992 rankings.

According to international comparisons on manufacturing production compiled by the Bureau of Labor Statistics, the average hourly compensation last year for a U.S. factory worker was $16.79 — nearly $9 behind the rate in West Germany and almost $2.50 less then Japan's.

Japan's average hourly compensation has risen dramatically. In 1990, it was nearly $2 below the U.S. rate of $14.77 before pulling just about even with American factory workers in 1992 at $16.17 an hour.

Besides Germany, other countries in which hourly compensation in manufacturing was above $20 an hour included Switzerland, Belgium, Austria, Norway and the Netherlands. Hourly compensation also was higher than the U.S. rate in Denmark and Sweden. France, Italy and Finland came in slightly below the U.S. scale of $16.79.

Canadian factory workers averaged $16.36 an hour, while the overall manufacturing rate in Mexico was $2.65. But the compensation in Mexico's maquiladoras was pegged at only $1.64, well below that of Pacific Rim countries — Singapore, $5.38; South Korea, $5.37; Taiwan, $5.23; and Hong Kong, $4.31.

The BLS data belie claims by management economists and business page columnists who contend that "overpaid" American factory workers can't compete in world markets.

Even with its productivity advantage, the United States continues to run up the largest merchandise trade deficit among industrialized countries. In 1993 transactions, the U.S. imbalance widened by $31.3 billion to $115.8 billion.

Last year's U.S. deficit with West Germany surged by $2 billion to $9.6 billion and the United States sank in a deeper hole as the imbalance with Japan jumped to $59.3 billion from $49.6 billion in 1992.

Mark A. Anderson, head of the AFL-CIO Task Force on Trade, attributed the problem to the seriously flawed U.S. foreign trade policies. He noted that the U.S. trade performance deteriorated by 59 percent in the first quarter from a year ago and is headed for a 1994 shortfall of $148 billion in merchandised goods — the worst since the $159.6 billion deficit in 1987.

While much the 1993 data from industrialized countries have yet to be computed, AFL-CIO economist Bill Cunningham pointed out that the productivity advantage in all sectors of the U.S. economy will likely widen based on the performance of the gross domestic product.

In 1992, France was the closest behind the United States by producing 96 percent as much as U.S. workers. Italy followed at 93 percent; Germany was at 89 percent; while Japan came in at 76 percent and Britain at 74 percent.

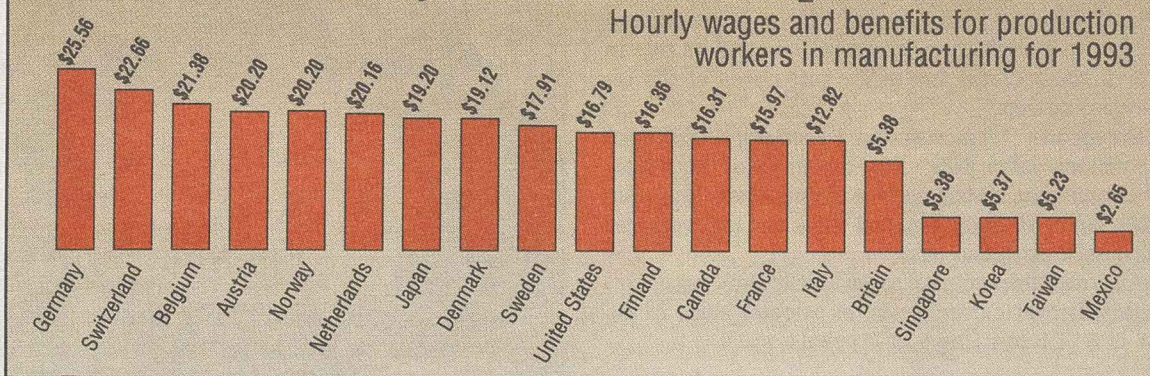
Manufacturing workers continued to lead the 1993 overall U.S. increase in productivity, Cunningham said in citing BLS fourth quarter data. While total nonfarm productivity rose 1.9 percent over the year, manufacturing productivity shot up 5.2 percent. During that period, factory output increased 5.1 percent and unit labor costs dropped 2.8 percent.

In the fourth quarter alone, productivity in U.S. manufacturing shot up at an annual rate of 7.2 percent, with output surging 8.6 percent while unit labor costs fell 3.8 percent.

BLS data showed that in the durable goods sector, productivity surged at a 12.3 percent rate, with output up 14.4 percent and unit labor costs dropping 7.6 percent. Real hourly compensation edged up just 0.8 percent in that period.

Good work, little compensation

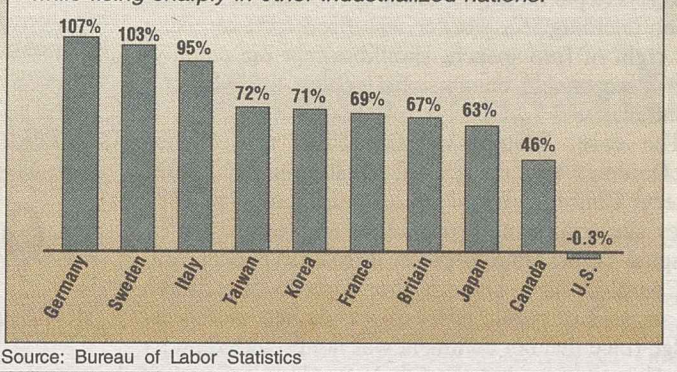
Hourly wages and benefits for production workers in manufacturing for 1993



Although U.S. factory workers continue to widen their advantage in productivity, they rank only 10th in total hourly compensation among industrialized countries. In 1993, Bureau of Labor Statistics data showed that wages and benefits averaged $16.79 an hour in U.S. manufacturing — nearly $9 behind Germany's and almost $2.50 less than Japan's. In the fourth quarter, productivity in U.S. factories shot up at an annual rate of 7.2 percent, with output surging 8.6 percent while unit labor costs fell 3.8 percent.

Comparative labor costs — 1985 - 1990

Unit labor costs in manufacturing declined in United States while rising sharply in other industrialized nations.



Source: Bureau of Labor Statistics

AFL-CIO NEWSGRAFIC

Jobless rate drops to 6 percent in May

Part-time jobs account for most of employment increase

Unemployment took another welcomed drop in May, an indication that the economy continues to expand at a moderate pace. The jobless rate declined to 6 percent from 6.4 percent in April, the Bureau of Labor Statistics reported.

While the government's household survey showed that total employment rose by 500,000 over the month to 123 million, the establishment survey logged in a payroll gain of about 190,000 for a total of 113 million non-farm jobs.

Even with unemployment declining from 6.7 percent at the start of 1994, the rate now is only back to the level it was in November 1990, still high by historical standards, said AFL-CIO economist Markley Roberts.

The BLS report showed that 7.8 million workers were officially listed on the jobless rolls, but only some 2.7 million were drawing unemployment compensation. Two of every three jobless workers either did not qualify or had already exhausted their benefits as the federal extended compensation program ran out.

The BLS reported that the average duration of unemployment increased in May by a half-week to 19.6 weeks. That's about five months.

Roberts noted that 14 million people were trapped in total or partial unemployment, including 4.9 million part-time workers who wanted full-time work, as well as some 1.7 million who gave the hunt for jobs.

About 70 percent of the May jobs gain came in part-time employment and 30 percent was an increase in self-employment, Roberts said. Most of the 190,000 payroll gains came in lower-paying service and retail trades jobs. In the better-paying goods-producing sector, construction added 12,000 workers but manufacturing lost 2,000 jobs.

BLS data showed this spread in average weekly wages: construction, $580; manufacturing, $505; services, $362; wholesale trade, $464; and retail trade, $216.

Job creation following the Bush recession still lags behind the growth of other post-recession periods, Roberts pointed out. After 38 months since the March 1991 recession low, only 4.5 million jobs have been added to non-farm payrolls. Conversely, the rebounding added 10 million jobs both after 38 months of the 1975 recession as well as the 1982 recession.

Unemployment rates eased in construction to 11.6 percent and in manufacturing to 5.5 percent. The rates for wholesale and retail trades declined a bit to 7.3 percent and were down in services to 3.3 percent.

The unemployment rates of seven major states exceeded the national average: California, 8.3 percent; Florida and New Jersey at 6.9 percent; Texas, 6.7 percent; New York and Ohio at 6.5 percent; and Pennsylvania, 6.2 percent.

Among major worker groups, the jobless rates were: adult men, 5.2 percent; adult women, 5.4 percent; teenagers, 18.3 percent; whites, 5.2 percent; blacks, 11.5 percent; Hispanics, 9.5 percent.

Meanwhile, Chicago-based Sara Lee Corp. announced plans to slash 8,280 workers from its payrolls. The company's products range from cheese cake to pantyhose.

— John R. Oravec

Collective bargaining boosts pay 3.2 percent in first year of pacts

Major collective bargaining settlements that unions negotiated in the first quarter of the year provide pay raises averaging 3.2 percent in the first year and 2.5 percent annually over the contract term.

The Bureau of Labor Statistics said 50 major contracts covering 206,000 union workers were reached during the three-month period. Two-thirds of the workers were in services, food stores, construction and primary metals manufacturing.

In addition to the pay raises, 75,000 workers under the new contracts were in line for lump-sum payments, cost-of-living adjustments or both. These added contingencies are not worked into the wage-rate changes, nor are negotiated employer-paid benefits, BLS noted.

Pay increases in the new agreements were smaller than in the contracts they replaced, which had been negotiated mainly in 1991. In the earlier contracts, wage increases averaged 5.4 percent in the first year and 3.6 percent annually over the term.

BLS said 75 other agreements covering 354,000 workers that expired or were reopened in the first quarter were not settled or ratified. About 60 percent of these bargaining units of at least 1,000 union members were in the trucking and construction industries.

Briggs wants to run out on Milwaukee workers

Milwaukee

Even though Briggs & Stratton Corp. is piling up record profits from its engine manufacturing operations in Milwaukee, it wants to cut and run — leaving thousands of seasoned workers out of a job.

The world's major producer of gas-fired engines wants to shut down much of its production facilities in Wisconsin and move the operations with some 2,000 jobs to non-union plants in Kentucky, Missouri and Tennessee, or possibly to Mexico, where labor costs are cheaper by $10 an hour.

The more than 5,000 members of Paperworkers Local 7232 who work for Briggs & Stratton at the union scale of $14.44 an hour aren't buying the sales pitch. Nor are most of the people and civic leaders of Milwaukee.

The point was reiterated by a Milwaukee Journal editorial in condemning company greed.

''Instead of sticking with the folks who helped bring its success so far, the company has chosen to cut and run. . . . The result of Briggs's decision will be to cut the heart out of the largest employer in the metropolitan area,'' the Journal editorial noted.

UPIU points out that Briggs will close its fiscal year this month with sales of $914 million, an increase of $71 million over the year-ago close. That will produce a per-share dividend to stockholders of $6.50, up about $1.60 from 1993.

Milwaukee Mayor John Norquist branded the company's decision to pull out ''a blow to the workers who helped build Briggs & Stratton'' that will also undermine the economy of the area.

UPIU said the company's action means that all of the small engine production will cease in Milwaukee, as well as the bulk of its large engine work. Furthermore, Briggs will spin off its automotive lock division in an effort to circumvent its union contract.

The company moved its lock division in 1988 to Juarez, Mexico, where 525 workers are now employed. The situation was exacerbated last fall when the company threatened the local with the loss of another 240 lock jobs if it did not reopen negotiations early on a contract due to expire in August 1995.

Further disruptions came with the company's hardline move to reorganize operations at its large engine division. With the threat of lost work, the union took a job action to protest the company's violation of its contract with the workers. In retaliation, the company fired bargaining committee member Laura Drake, as well as Candy Seib and Patti Bernhardt for their protest against the violation of seniority rights.

A state administrative law judge subsequently ruled in favor of the fired workers by qualifying them to receive unemployment compensation. The National Labor Relations Board reinforced the finding by issuing an unfair labor practice complaint against the company for its violations of labor law.

NEWSMAKERS

AFL-CIO President **Lane Kirkland** was among crew members of the liberty ship Jeremiah O'Brien who welcomed **President Clinton** aboard during the celebration of the 50th anniversary of D-Day off the coast of France. Kirkland then joined Clinton for a helicopter ride to the mainland for more ceremonies. Kirkland, a member of the Masters, Mates and Pilots, participated in D-Day as a merchant mariner.

Michael Bruton was elected president of the Chicago AFL-CIO. Bruton had been secretary-treasurer since 1987. Bruton succeeds Robert M. Healey, who retired. **Don A. Turner,** a member of the Chicago AFT succeeds Bruton as secretary-treasurer.

The Building and Construction Trades Department has selected five union presidents to serve as co-chairs for this year's Dollars Against Diabetes campaign: **John J. Barry** of the Electrical Workers, **Arthur Coia** of the Laborers, **Sigurd Lucassen** of the Carpenters, **Arthur Moore** of the Sheet Metal Workers and **Marvin J. Boede** of the Plumbers. Unions will begin collecting June 16 on busy street corners and outside heavily traveled subway stations. The Detroit Tigers will allow the Greater Detroit Building Trades Council to collect funds from fans prior to the start of two Tigers home games.

AWARDS

The A. Philip Randolph Institute honored several trade unionists during its 1994 education conference in New Orleans June 8-10. Clothing and Textile Workers Vice President **Clayola Brown** received the Rosina Tucker Award for labor activism and AFL-CIO Vice President **Gloria Johnson,** vice president of the Electronic Workers, received the Achievement Award. **Ernest Green,** senior vice president of Shearson, Lehman and Hutton, received the Bayard Rustin Humanitarian Award.

Aluminum, brick and Glass Workers Local 235-A awarded three scholarships in its 1994 Alfred Lee Littlejohn Memorial Scholarship Essay contest. **Gwendolyn M. Lopez** received the first place scholarship of $1,000, **Matthew Mondragon** received a $750 scholarship and **Maria "Libby" Garza** received a $500 scholarship. The scholarship is named for a former president of the union.

DEATH

Paul Barton, staff representative in the AFL-CIO European Office in Paris, died May 31. He was 75.

Barton rose from the metal factory floor ranks in Czechoslovakia to earn a doctorate in philosophy after World War II, teaching aesthetics in drama. But he never strayed from his trade union roots, helping to organize workers and encouraging the movement during the war.

Barton joined the AFL-CIO staff in 1968 and immediately helped establish close contact with the French trade unions and international labor movements. Earlier, he had been the International Confederation of Free Trade Unions' representative to the United Nations.

He also was a freelance writer and journalist who wrote widely about the deterioration of democratic rights in Czechoslovakia and Eastern Europe. His book on Soviet labor camps was praised by Russian dissident Alexander Solzhenitsyn.

He is survived by his wife, Jarmila Veltrusky.

RESOURCES

The Department of Justice has established an ''Employer Hotline'' on how to comply with the **Immigration Reform and Control Act of 1986.** The Department's Office of Special Counsel for Immigration-Related Unfair Employment Practices will operate the 24-hour, toll-free line to answer questions concerning fair hiring practices and documents needed to comply with the law. The number is 800/255-8155 or (TDD) 800/362-2735.

The **16th Annual Great Labor Arts Exchange** will be held June 26-28 at the George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. For more information, call the Labor Heritage Foundation at 202/842-7880.

Solidarity Software is computer software specifically tailored for unions that produces personalized legislative alert letters, offers a database for maintaining lists and provides legislative matching. Prices vary depending on geographic areas and legislative districts. For more information, call Grassroots PLAN Resources at 800/WIN-VOTES.

CONFERENCES

The **AFL-CIO Community Services Conference** will be held July 14-21 at the Hyatt Regency in San Francisco. Contact Milly McGuckin at 202/637-5190.

PUBLICATIONS

The **1994 AFL-CIO Leadership Manual — Current Issues** provides the information on labor's positions on a myriad of issues. Copies, including an Instructor's Guide, are $2 each. Write the AFL-CIO Education Department, Leadership Manual Orders, 815 16th St., N.W., Room 407, Washington, D.C. 20006.

Sexual Harassment at Work, a training workbook, can aid workers who want to start a training program within their union or workplace. The workbook has 12 activities that require small group tasks that draw on personal experience. To order, send $12 to: The Labor Institute, 853 Broadway, Room 2014, Dept. CT, New York City, N.Y. 10003.

Guide to Organizing White Collar Workers, published by Labor's Heritage Press for the George Meany Center for Labor Studies and the AFL-CIO Department for Professional Employees, costs $5 each for up to four copies, $4 for five to 99 copies or $3 each for 100 or more copies. To order, write Labor's Heritage Press, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Mutual Gains: A Guide to Union-Management Cooperation, by Edward Cohen-Rosenthal and Cynthia E. Burton, describes effective union-management cooperative efforts. Copies may be ordered from ILR Press, School of Industrial and Labor Relations, Cornell University, Ithaca, N.Y. 14853-3901.

VIDEO

Workers' Stories: Testimony to the Commission on the Future of Worker-Management Relations is a 30-minute video of workers' testimony before the Dunlop Commission. VHS copies (LVBS-032-V) are $10 and ¾ inch (LVBS-032-U) are $25. To order, make checks payable to the Labor Institute of Public Affairs and mail to LIPA Catalog, 815 16th St., N.W., Suite 206, Washington, D.C. 20006. For bulk orders, contact LIPA for discount prices.

UNION NEWS

Unions wield Kmart shares

The Teamsters and other union pension fund shareholders were among the leaders of a stockholder revolt against efforts by Kmart management to ram a shaky stock sale plan through the company's annual meeting.

IBT securities counsel Richard G. McCracken charged Kmart management with ''lawless treatment'' of shareholders after the company sought to extend shareholder voting for eight hours following the end of the meeting.

The Kmart strategem was ''antithetical to the principles of shareholder democracy,'' McCracken wrote to Kmart CEO Joseph Antonini. Despite the unprecedented tactic, the measure failed by more than 15 million votes.

Antonini had lobbied shareholders to sell a special class of retail stock that institutional investors felt set up potential conflicts of interest on dividends and raise fiduciary concerns.

Besides having pension investments in Kmart, the IBT is involved in a court suit against the company for spying on workers during an organizing campaign, which also prompted unfair labor practice charges filed with the National Labor Relations Board.

Labor diversity explored

The newly created AFL-CIO Committee on Diversity has begun to explore the opportunities of diversity of the labor movement, planning a questionnaire that will be distributed by affiliated unions.

The questionnaire will get people to think about their internal structures and provide the committee with necessary information to complete its work, said Chairman John Sturdivant of the Government Employees.

The committee agreed that labor must reach out to Hispanics and Asian Pacific Americans, the fastest growing ethnic groups in the United States, as well as to women, who are expected to comprise more than half the work force by the year 2000, and to African-Americans, the largest ethnic minority.

''Union leadership can make a difference through discussing these issues and by developing opportunities to utilize all of labor's talents,'' Sturdivant said.

Mississippi elects officers

Some 200 delegates to the Mississippi AFL-CIO convention in Jackson re-elected Neal Fowler as president and secretary-treasurer while electing two new members of the executive board, including the first female member.

Thelma Kennedy and Louis Carter were selected to fill vacancies on the six-member panel. The rest of the board, along with the general board, was re-elected by acclamation.

Among the resolutions approved were those in support of Workplace Fairness legislation, health care reform and OSHA reform. Retiree groups were urged to affiliate with the state body with the promise that they would receive a voice at future conventions in the form of delegates and votes.

AFL-CIO COPE Director Richard Walsh, Georgia AFL-CIO President Herbert H. Mabry, Mississippi Secretary of State Dick Molpus and U.S. Rep. Benny Thompson (D) all addressed the convention.

Health care reform campaign at critical juncture

Congressional panels race to meet July 4th deadline

Continued from Page 1

responsible employers to reduce or eliminate their workers' benefits.

UFCW's three-pronged approach emphasizes that Wal-Mart is "killing affordable health care for our families" by failing to provide insurance, shifting costs and fighting reform efforts.

In Washington, nearly 18,000 unionized health care workers gathered at the U.S. Capitol to support the passage of comprehensive reform legislation.

The rally was organized by America's Health Care Workers Coalition, representing more than 300,000 workers and including members of AFSCME, the Service Employees and Hospital Workers Local 1199 New York.

AFSCME President Gerald W. McEntee, Secretary of Health and Human Services Donna Shalala, Secretary of Housing and Urban Development Henry Cisneros, Sen. Howard M. Metzenbaum (D-Ohio), Rep. Charles Rangel (D-N.Y.) and Rep. Major R. Owens (D-N.Y.) were among the rally speakers.

Workers rallied, lobbied Congress and formed a ring around the Capitol to emphasize union opposition to taxation of benefits — a point made by McEntee, who noted that every time Congress needs money for something they want they can find it. "Now they want to reduce the benefits we have worked for. No one is going to take away our benefits or make them less," he said.

When the subject of taxing benefits comes up, "tell them we gave at the office," McEntee said.

In New York, trade unionists are planning several events in the coming weeks focusing on the support of the small business community for true reform, and are working in conjunction with the Small Business Coalition for Health Care Reform.

In addition, the A. Philip Randolph Institute devoted an entire day during its annual education conference in New Orleans June 8-11 to the issue, with APRI President Norman Hill holding a news conference and leading a march to the building housing federal lawmakers' offices to demand health care coverage as good as that provided to members of Congress.



UFCW photo

UFCW members rally at Wal-Mart stockholders meeting in Fayetteville, Ark., protesting the company's refusal to provide health care benefits to most of its workers.

Joining the activities were two families who shared their horrific experiences with the current rattle-trap health care system. Phyllis Landry is a single mother with three children, one of whom has diabetes. Yadi Mark has lupus and uses a wheelchair; her health insurance features a $12,000 yearly premium and a $5,000 deductible, even though she hasn't been sick in seven years.

Hill urged APRI convention attendees to "mobilize with your friends, your churches and your community to support the Health Security Act and its prinicples of universal coverage and security, fair financing, simplicity, cost containment, choice of doctors and responsibility."

The Retail, Wholesale and Department Store Union plans a similar emphasis during its upcoming convention in Florida, with an organized letter-writing campaign to members of Congress by 1,000 delegates, alternates and guests set for June 22.

The AFL-CIO and affiliated unions also are participating in a 400,000-piece mailing with the Health Care Reform Project aimed at persuading members of the House Ways and Means Committee and the Senate Finance Committee to defeat any notion of taxing employer-provided health benefits and arguing for an employer mandate in eventual legislation.

Those receiving the mailing are being asked to send postcards and contact lawmakers to make their voices heard on those issues.

Senate Finance Committee Chairman Daniel Patrick Moynihan (D-N.Y.) unveiled his health proposal June 9, with the panel expected to act the week of June 13. The House Education and Labor Committee is expected to finish action then, with Energy and Commerce and Ways and Means still working.

The pressure is on lawmakers to finish committee work by the end of the month, when they will break for the 4th of July. Floor action now is expected in July, with conferences set for September and an eventual vote in October.

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UNION YES

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AFL-CIO NEWS

VOLUME 39, NUMBER 14 JUNE 27, 1994



Jocelyn Sherman/UFW

The UFW fights attempts by California growers to stop farm workers from organizing. **See Page 2.**

UAW out on strike after Caterpillar refuses to bargain

Frustrated over Caterpillar management's refusal to address a mounting load of unfair labor practices — and indeed to walk out of negotiations with the union and federal mediators — some 14,000 UAW members struck June 21.

The strike is the latest in a series of actions with which a determined UAW has tried to make the company come to its senses and quit its harassment of and discrimination against union members.

The walkout was the 10th unfair labor practice strike at Caterpillar in the last nine months, the union said. The National Labor Relations Board has issued 92 unfair labor practice complaints against the company in this ongoing dispute.

''The national strike. . . is in protest of a pattern of illegal activities by Caterpillar, including firing and suspension of union members, threats and discrimination against union members, interference with the union grievance procedure and failure to bargain in good faith,'' the union said in a statement.

''Our members are being illegally disciplined, suspended, fired and locked out on a daily basis,'' said Jerry Baker, chairman of the UAW-Caterpillar Central Bargaining Committee.

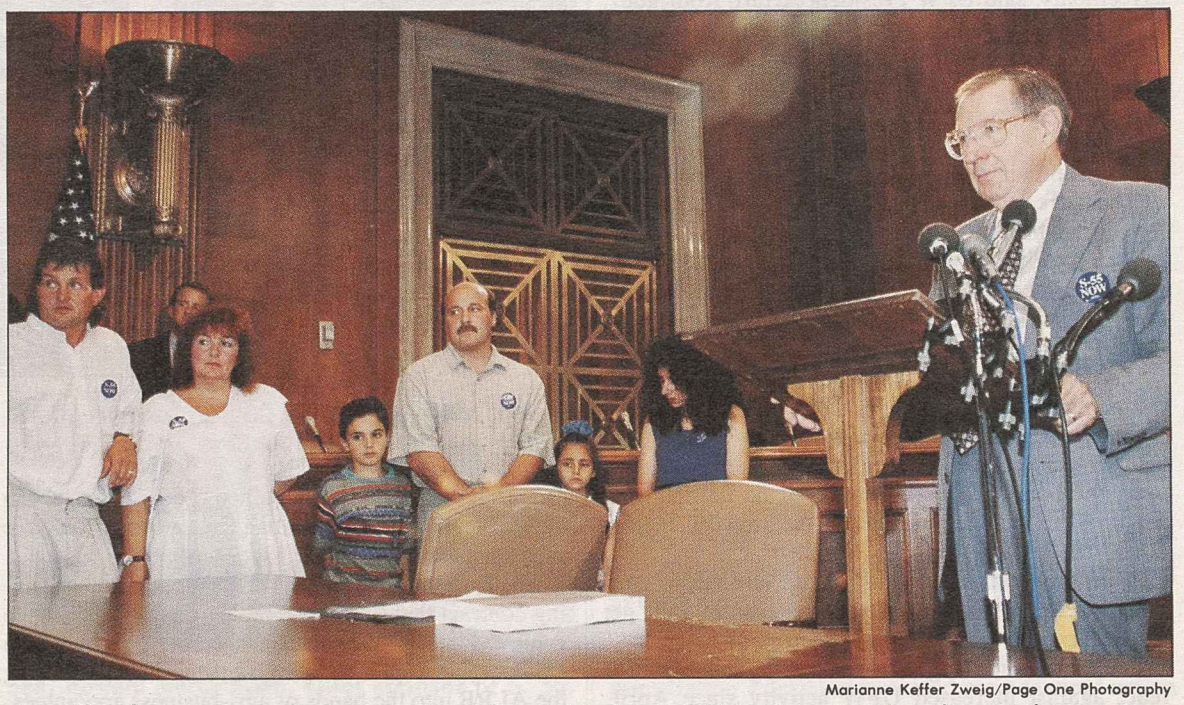
''The company's campaign of illegal discipline has created a crisis atmosphere inside Caterpillar plants,'' Baker said. ''Members don't know from one day to the next what they can say or can't say that might get them suspended, fired or locked out from their jobs. The situation is intolerable for our members, for the company, for Caterpillar customers and for company shareholders.''

After the UAW proposed meetings with Caterpillar and the Federal Mediation and Conciliation Service to resolve the complaints, the company delayed meeting for three days, then walked out of the June 20 talks after 45 minutes.

In particular, the union was interested in resolutions to complaints related to illegal firings of UAW members, interference with the grievance procedures and discrimination against union members who exercise their right to strike, said UAW Secretary-Treasurer Bill Casstevens.

The union was prepared to call off the strike if the company agreed to resolve just 14 of the 92 complaints, said Casstevens, who heads UAW's Caterpillar department. But the company only repeated its contention that the complaints should remain in the

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Marianne Keffer Zweig/Page One Photography

Elmer Chatak, president of the AFL-CIO Industrial Union Department, listens to a reporter's question during a Capitol Hill news conference on the Workplace Fairness bill. To his right are the Aldrich and Armenti families. Both men were permanently replaced when their Teamsters local struck a paper products wholesaler in Warwick, R.I., over 15 months ago.

Clinton urges Senate to act on S. 55

By James B. Parks

President Clinton sent a strong message to the U.S. Senate that S. 55, the Workplace Fairness bill, ''is an issue of fundamental fairness for the American worker.''

His letter to Senate Majority Leader George Mitchell urging action came June 21, as the Senate was scheduling an attempt to break the Republican filibuster blocking S. 55. The Senate scheduled the S. 55 showdown for the week of June 27, at the completion of its work on Department of Defense appropriations.

Clinton's letter to Mitchell urged ''speedy consideration'' of the bill. Of the pending filibuster, the President said, ''the American people do not support such extraordinary measures to prevent healthy debate on the important issues facing our nation.''

''This is an issue of fundamental fairness for the American worker. S. 55 restores critical balance between labor and management to the collective bargaining system,'' the president said.

Labor lobbyists reported that they still face an uphill battle to gain the supermajority of 60 votes needed to cut off the filibuster. ''But we're going to be in there until the last ball is pitched,'' Elmer Chatak, president of the AFL-CIO Industrial Union Department, told a Capitol Hill news conference.

The bill, which would ban the ''permanent replacement'' of striking workers, passed the House last year overwhelmingly and is favored by a majority in the Senate. But it hasn't gotten past the filibuster threat.

Organized labor and its allies have begun a final push to convince senators to support cloture and not let a minority prevent the Senate from voting. To dramatize the need for the bill, IUD delivered to every senator a representative list of 19,722 workers who had been ''permanently replaced'' nationwide.

''The Republicans are determined to keep this bill from getting to the floor,'' said Sen. Howard Metzenbaum (D-Ohio), the bill's chief sponsor. ''There's something wrong with a political party that would fight against restoring equity to the workplace.''

Passing S. 55 would also expedite the creation of the new partnerships between labor and management needed to compete in the global economy, Chatak said. ''It's difficult to be cooperative when one side is trying to destroy the other,'' he said.

Joseph Armenti, a member of Teamsters Local 251, and his family are some of the victims of corporate

Continued on Page 3

AFL-CIO: 'Trigger' a scam to drop universal health coverage

By Muriel H. Cooper

The term ''soft trigger'' has invaded the health care debate. It's inside-Washington speak for ''let's not provide universal health care coverage, but try to make the voters think we did.''

The gimmick is to have Congress vote on universal coverage at some future time if ''market reforms'' fail to provide health coverage for a certain percentage of workers. That percentage becomes the ''trigger'' which allegedly produces universal coverage.

The AFL-CIO joined in a strongly worded letter to President Clinton expressing opposition to the ''soft trigger'' scheme to deny health coverage to all Americans. More than a dozen AFL-CIO affiliates were among the 76 organizations signing the letter, most of them members of the Health Care Reform Project, as is the federation.

''Triggers are for guns, not for legislation,'' said House Ways and Means Committee Acting Chairman Sam Gibbons (D-Fla.). The letter to Clinton describes the trigger as a method ''to raise Americans' hopes for real reform while delivering them much less.''

''For all practical purposes, soft triggers are simply a way for Congress to delay a decision it should make this year: to guarantee every American health insurance coverage that can't be taken away,'' the letter said.

''Soft triggers, even when coupled with insurance reforms, still won't guarantee universal health insurance coverage because they don't provide needed financing and don't contain costs. Indeed, soft triggers are like blanks: they sound real but have no force or effect.

''In short, neither soft triggers nor insurance reforms alone will meet your goal for universal coverage or solve many of the most pressing health care problems.''

The letter urged the president to ''follow through on your promise to veto such a bill and state so publicly as soon as possible.''

Clinton said that he is still committed to universal coverage. ''I think the important thing is that we should not walk away from this Congress without a commitment to cover everyone,' he said.

A recent study prepared by Democratic Sens. Tom Daschle (S.D.) and Jay Rockefeller (W.Va.) reveals that without universal coverage 22 million workers will be denied health care protection, states will pay $45.8 billion more for health care by the turn of the century, and 2 million Americans will continue to lose their health insurance each month. The major bearer of this burden will be the middle class.

''Everything hinges on universal coverage,'' said AFL-CIO Health Care Campaign Coordinator

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UFW wins key votes; fights grower scheme

By Sharolyn A. Rosier

The Farm Workers are locked in a major struggle to stop a drive by California growers to thwart workers from organizing unions and bargaining for contracts.

The state's Agricultural Labor Relations Board, which is dominated by the growers, has begun hearings on proposed regulations that would allow employers to decertify a union without a vote and delay elections until all unfair labor practices are settled.

If these regulations are adopted, growers could destroy worker attempts to win collective bargaining agreements, said UFW President Arturo Rodriguez. Most of the regulations being proposed by the board are based on recommendations growers submitted in 1986, he said.

Rodriguez urged the board to cancel the summer hearings.

The summer harvest season is when most farm workers are employed. In many cases, it is also the only time farm workers can press their collective bargaining rights, he added. Currently, thousands of farm workers are awaiting decisions in dozens of organizing and collective bargaining cases before the ALRB.

"The (Gov. Pete) Wilson administration is wasting the agency's meager resources on bureaucratic hearings," Rodriguez told reporters at a news conference following a June 15 rally. "If the growers have their way, the board will waste much of its limited staff and time this summer considering the growers' regulations."

What the board should be doing, he said, is handling farm worker efforts to organize and get contracts.

The union said the growers are using the ALRB to react against increased UFW activity since April, when the union ended its 24-day, 343-mile march from Delano, Calif. to Sacramento. More than 16,000 farm workers signed UFW representation cards during the march.

Since the march, the UFW has won elections at California Redi-Date Co., Oceanview Farms and Warmerdam Packing and gained the first contract in 10 years with David Freedman Co., a California table grape grower.



Jocelyn Sherman/UFW

Farm Workers picket the California Agricultural Labor Relations Board, where hearings were being held on proposed regulations that would threaten UFW organizing and bargaining rights.

The Freedman accord is the first collective bargaining contract that California table grape workers have achieved since 1984 when former Gov. George Deukmejian kept a campaign promise by delivering the ALRB into the hands of agri-business appointees, according to the union.

The contract increased the grape workers' wages by 10 cents an hour, bringing the hourly wage to $6. Grape workers in Coachella Valley generally earn $5.50 to $5.75 an hour.

"Growers have never increased wages without union pressure," Rodriguez explained at the post-rally session.

"We will put pressure on all Coachella Valley growers to negotiate union contracts that boost wages, include medical and pension plans, provide for arbitration of grievances and control the use of pesticides."

The union won an election on May 18 to represent 600 fruit and vegetable workers at Oceanview Farms, a Dole subsidiary in Oxnard, near Los Angeles.

During the first two weeks in June, the union also won elections at California Redi-Dates, the largest date company in the state, by a 16-vote margin and at Warmerdam Packing by a 171-vote margin.

LEGO Systems tops list of janitorial service offenders

The Service Employees' Justice for Janitors campaign named LEGO Systems Inc. as the worst offender on its third annual "America's Top Trash" list of anti-union companies.

LEGO, a Danish manufacturer of children's building blocks, was picked because it provides its white-collar workers with good benefits but contracts out its janitorial services to anti-union Adams & Adams, which pays poverty wages and provides virtually no benefits.

Demonstrations were held June 15, Justice for Janitors Day, outside U.S. LEGO headquarters in Hartford, Conn. Demonstrations and rallies were also held in Los Angeles, San Francisco, San Jose, San Diego, Milwaukee, Seattle, Denver, Buffalo and Washington, D.C. International demonstrations were also held in Denmark and Switzerland.

The union gave nine other companies "dishonorable mention" ratings for their anti-union janitorial practices. They include Intel, San Jose; Gary Grunau and Blue Shield/Blue Cross, Milwaukee; the City and County of Los Angeles; San Francisco Newspaper Agency; Allied Janitorial Services, Seattle; One American Bank and Imperial Bank Buildings, San Diego; Marine Midland Bank, Buffalo; IBM, Boulder; and Oliver Carr, a Washington, D.C. real estate developer.

These companies were named because of their refusal to grant decent wages, health care and pension benefits, safe working conditions, respect to janitors who clean their buildings or for condoning these conditions by continuing to contract with non-union cleaning companies.

SEIU also needled Carr in a full-page newspaper ad asking Washington voters to approve a referendum initiative that would crackdown on the company's tax breaks.

This measure would provide full disclosure of information on commercial property taxes, allow non-owner appeal of building assessments and establish a public advocate's office to deal with tax issues.

"In the last nine years, the commercial real estate industry as a whole has received more than $180 million in property tax rollbacks," the ad stated. "The Carr empire alone received at least $5.5 million in tax breaks in the last three years."

While the city faces financial problems, real estate empires like Carr are able to "appeal their property tax assessments and avoid paying their fair share of taxes."

This ad will be followed by other ads as well as grass-roots organizing, posters, handbills and leaflets, according to the union.

Justice for Janitors Day and the Top Trash list are part of the union's effort to educate the public about the shortcomings of current labor laws and conditions faced by the men and women who do society's dirty work.

The event is held in commemoration of the Century City Police Riot, which sent more than 100 of some 500 peaceful demonstrators to the hospital June 15, 1990 in Los Angeles.

Mattel, Inc. and Apple Computer had been named the worst offenders in 1992 and 1993 respectively. Both companies eventually agreed to contracts with the union.

— Sharolyn A. Rosier

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LEGISLATION

'Strike is only weapon we have'

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use of ''permanent replacements.'' He was replaced after 14 years by DiZoglio and Sons, a Warwick, R. I., paper products wholesaler, when workers went out on strike 15 months ago.

Management is imposing dictatorial control in the workplace through various schemes such as downsizing and reducing health benefits, Armenti said. Flanked by his wife and two children, he appealed to Rhode Island Republican Sen. John Chafee ''to find the heart to give my family back their lives'' by supporting S. 55.

Juanita Landmesser, a UAW member from President Clinton's hometown of Hope, Ark., said S. 55 would help the ''hard working, God-fearing people with aching muscles every night from working for their families.''

''Companies can now legally destroy you. The only weapon we have is the strike,'' said Landmesser, who was replaced when she and fellow workers walked out at Champion Parts in 1991.

She recalled when Arkansas' two Democratic senators, Dale Bumpers and David Pryor, appealed to unions for their financial and political help to get elected. Now, she said, they are turning their backs on working people. She personally lobbied both senators asking them to ''keep corporate America from returning to the dark ages.''

Rev. Joseph Lowery, president of the Southern Christian Leadership Conference, denounced the use of permanent replacements as an ''illicit and dangerous practice.'' He said it is essential that S. 55 be passed to prevent ''a perilous step backward into a sweat-shop mentality.''

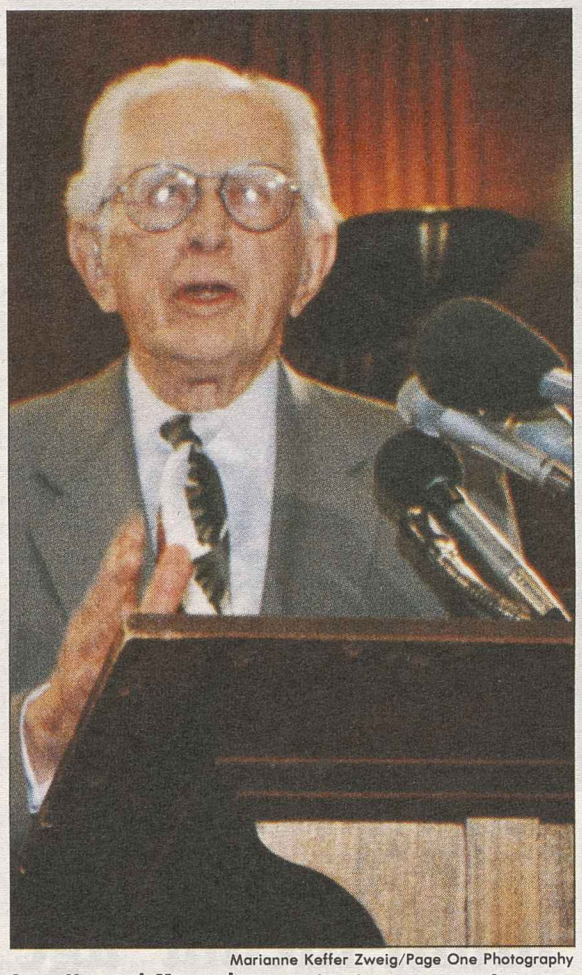
Women have an ''urgent stake'' in workplace fairness as well, said Judith Lichtman, president of the Women's Legal Defense Fund.

The bill would go a long way toward restoring the rights of women to collective bargaining, to equality in the workplace, to fair pay and to decent working conditions, she said.

Meanwhile, workers around the country continue to rally for workplace fairness. Religious and labor leaders protested outside the Jackson, Miss., office of Sen. Trent Lott (R) urging him to abandon his plans to filibuster S. 55.

''The filibuster was created to be a tool of debate and compromise, but has turned out to be a way for the minority to inflict their views on the majority,'' said state AFL-CIO President Neal Fowler. ''Although there is little hope the senator will do what is right for working Americans, we hope he will do what is right for democracy.''

In Vermont, petitions signed by more than 5,000 people were handed over to aides of Sen. Jim M. Jeffords (R), asking him to support workplace fairness.



Marianne Keffer Zweig/Page One Photography

Sen. Howard Metzenbaum, chief sponsor of S. 55, tells a press conference that workers are getting a "raw, inequitable deal" by not having strike-breaker protections.

In the Senate vote on the issue, in 1992, five Republicans voted to end the filibuster by invoking cloture — Mark Hatfield and Robert Packwood of Oregon, Ted Stevens of Alaska, Alfonse D'Amato of New York and Arlen Specter of Pennsylvania. But those gains were offset by the defection of five Democrats — Pryor and Bumpers of Arkansas, David Boren of Oklahoma, Ernest Hollings of South Carolina and Terry Sanford of North Carolina.

Sanford was defeated for re-election, but three 1992 cloture supporters have left the Senate — Vice President Al Gore of Tennessee, Treasury Secretary Lloyd Bentsen of Texas, and Wyche Fowler of Georgia who was defeated. Bentsen and Fowler were replaced by Republicans who oppose the bill.

Public support swells for real reform

Continued from Page 1

Charles Stott. ''Anything less than universal coverage hurts the middle class.''

The federation believes that the best way to achieve universal coverage is through an employer mandate — in which employers pay a fair share of the worker's health care premium. The White House has touted that as ''building on the system we have.''

But what a firestorm there has been from the employers who currently cheat the nation by offering no benefits to their own employees and thereby taking unfair competitive advantage of those who do. The ''soft triggers'' scheme is still another chapter in the endless string of methods special interest blocs have sought to avoid having legislation with an ''employer mandate.''

Previous efforts to find some way to fund reform other than have employers pay a fair share included shifting the burden to workers via a tax on employer-paid benefits.

But the constant and concerted opposition from workers through letter writing, telephone calls and leafletting seems to have paid off, with many members of Congress de-emphasizing the tax and key committees leaving it out of their versions of the Health Security Act.

The House Ways and Means Committee is still actively working on legislation that includes universal coverage and the employer mandate. It is hoped that the committee will be finished before Congress breaks for its July 4 recess.

The Senate Finance Committee has been meeting behind closed doors, but it is clear to all congressional observers that promised deadlines are slipping away inexorably.

Outside of Washington, support continues to swell for health care reform. The ''flying squad'' has landed in Tennessee to increase local awareness and participation in the reform project.

The squad comprises AFL-CIO field and COPE media specialists and other Health Care Reform Project organizers who will travel to different areas around the country to work with grassroots coalitions. Members of AFL-CIO affiliates continue to sign up for the ''train the trainer'' program.

Several groups of workers gathered to analyze the content and comment for the news media at ''watch parties,'' held in conjunction with the NBC news special ''To Your Health.'' The two-hour presentation examined many aspects of the health care debate and included a appeal from Hillary Rodham Clinton to Congress to give Americans the same type of health coverage that they have.

In Indianapolis, workers turned their ''watch'' party into a $2,000 fundraiser for a five-year-old shooting victim who may be facing reconstructive surgery. Indiana AFL-CIO President Chuck Deppert made the point that the child's family was eligible for Medicaid —but used the event to emphasize the number of working families who have no benefits on a job that pays barely enough to make them ineligible for Medicaid.

CAPITOL DIGEST

The House Appropriations Committee successfully turned back an attack on the Davis-Bacon Act by defeating an attempt to lift the ban on two Bush-era regulations dealing with ''helpers'' and apprenticeship programs.

The June 21 voice vote killed an amendment that would have stripped language from the FY 1995 Labor-HHS appropriations bill, H.R. 4606, prohibiting the Labor Department from spending any funds to implement those regulations.

The Bush regulations establish a new category of ''helpers'' who, unlike laborers, would have no formal training and no hope of advancement within the construction industry. The Davis-Bacon Act requires prevailing wages for ''laborers and mechanics'' (also known as journeymen) on federal and federally-funded construction projects.

The regulations, if implemented, would also result in a severely reduced level of employment for laborers, who are in large part minority workers and are already suffering from the recession in the construction industry.

The second regulation, if implemented, would weaken and disrupt the long-standing rules governing the operation of state apprenticeship programs by forcing them to accept lower federal standards for training programs. A similar amendment is expected to be offered when the bill reaches the House floor.

Elsewhere on Capitol Hill:

CHINA MFN — As result of the Clinton administration's decision to extend most favored nation trading status to China, the AFL-CIO is backing three initiatives which ''represent the direction toward which U.S./China trade policy should move,'' AFL-CIO Legislative Director Robert M. McGlotten said.

''Privileged trading status should not be the reward for abusing human and workers rights,'' McGlotten wrote in a letter to both houses of Congress. ''We strongly support the MFN disapproval resolution that will soon be offered by Rep. Gerald Solomon (R-N.Y.),'' he said.

The AFL-CIO supports legislation, introduced by Senate Majority Leader George Mitchell (D-ME) and Rep. Nancy Pelosi (D-CA), to immediately impose sanctions on Chinese trade by prohibiting products made by the People's Liberation Army from entering the United States. The legislation also limits the import of products from other state-controlled agencies.

Third, the federation opposes provisions in the administration's proposed draft to extend the Generalized System of Preferences tariff benefits to China. To reward China with MFN status is wrong, but the administration would only compound that wrong if it were to give China additional tariff reduction under GSP, McGlotten said.

UNFUNDED MANDATES — The AFL-CIO unsuccessfully opposed legislation calling for relief for state and local governments from unfunded federal mandates. The bill, S. 933, was approved by voice vote by the Senate Governmental Affairs Committee June 16. However, because of the bill's sweeping impact on labor, civil rights, environmental and other laws and regulations, action by other committees is expected.

''The AFL-CIO is deeply concerned about the unfunded mandate relief legislation...The issue of unfunded mandates on states and local governments is a complicated one, and we are concerned that there could be many unintended consequences,'' McGlotten said in a letter to committee chairman Sen. John Glenn (D-Ohio).

Unfunded mandates are any provision of a federal law or regulation that requires state or local government action that incurs a cost such as workplace safety, environmental or civil rights laws.

''If any unfunded mandate legislation goes forward it should not undermine the legal responsibilities states and localities have to their employees as employers...Both labor and civil rights laws should be exempted from any such legislation approved by the committee,'' McGlotten said. But the committee did not act on those exemptions.

Both the Senate Labor and Human Resources and the Environmental and Public Works committees may review the legislation because of its effect on issues under their jurisdiction.



Bill Burke/Page One Photography

Vice President Gore, flanked by CWA President Morton Bahr and Secretary-Treasurer Barbara Easterling, tells convention delegates "the goals of this administration are your goals."

CWA sets goals for 'multi-media' age

Detroit

In this ''multi-media'' age, the labor movement offers the critical edge for workers seeking technology's promise of high-wage, high-skill jobs.

That was the message from Communications Workers President Morton Bahr to more than 2,000 CWA convention delegates.

Vice President Al Gore reinforced that message, telling delegates the administration shares its goals, and outlining the possibilities of ''a national information infrastructure that will change the lives of all Americans.''

Bahr laid out a four-point mission for CWA union leaders that stressed organizing, education, community coalitions, and ensuring ''equal access for the information highway'' for all Americans.

''Multi-media — broadbased technology — must be used to improve the quality of life for all Americans,'' he said, adding, CWA, ''the union for the multi-media age,'' is well positioned as communications services, products and technologies grow and converge.

The ''action triangle,'' a strategy of mobilizing for collective bargaining, community action and organizing, that was outlined half a century ago by founding president Joseph Beirne remains the best way to achieve to achieve CWA's goals, Bahr said.

''We have spent many long years'' since the break-up of AT&T a decade ago ''redefining labor-management relations in the telecommunications industry, fighting to protect our members' jobs, expanding our membership,'' he said. Our union ''has demonstrated many times through its history our ability to adapt.''

CWA is continuing to organize, not only in telecommunications, but in cable television, public sector jobs, health care and other fields, gaining more than 100,000 workers over the past ten years, he said.

We can embrace the spirit of labor-management cooperation outlined in the Dunlop comission report, and join in the construction of the information superhighway, but not without demanding better treatment from the largest employers in the telecommunications industry — and the right of all workers to join unions, Bahr said.

The growth of telecommunications and information industry has been staggering, Gore told delegates. He cited a new report from the President's Council of Economic Advisors that predicted the creation of some ''500,000 new jobs over the next two and one-half years'' alone as the nation doubles the amount it spends on these services over the next decade.

Gore praised CWA as ''a national leader in sending the simple message that workers are assets to be developed, not simply costs to be cut.''

He also took note of CWA's partnerships with some of its major employers, including the ''workplace of the future,'' negotiated with AT&T; the no-layoff agreement at NYNEX; and participation in General Telephone's plan to build an interactive video network.

''CWA's mission is organizing, education, community coalitions, and ensuring equal access to the information highway for all Americans.''

— CWA President Morton Bahr

Delegates reaffirmed goals of universal and affordable health care, increased organizing among workers who lack good wages and benefits, and the election of political officials supportive of labor's efforts.

They also voted to transfer $200,000 from the CWA defense fund to bring the relief fund up to full strength. CWA's relief committee played a key role last year in aiding local members recovering from hurricanes in Florida, earthquakes and fires in California and floods in the Midwest.

Rep. David Bonior (D-Mich.) cited much of the progress made under the Clinton administration in creating jobs, boosting investment and making ''the wealthy pay their fair share.'' But he added that the economic recovery has not yet reached the hundreds of thousands of jobless workers in many industries, including telecommunications.

''We have got to continue to make jobs our top priority. Everything else we do — health care reform, welfare reform, even getting tough on crime — won't work unless people are working in good jobs,'' he stressed.

Secretary-Treasurer Barbara Easterling outlined several legislative initiatives important to CWA members. These include OSHA reform, an end to secret electronic monitoring, and freeing up the regional Bell companies to compete in long distance and manufacturing.

Delegates also heard a report on the union's safety and health efforts, with CWA working with the Labor Department's Occupational Safety and Health Administration to develop an ergonomic standard.

Other CWA initiatives include efforts to better protect members from exposure to asbestos and electromagnetic fields, and work with OSHA to develop standards for indoor air quality, confined spaces, and lead exposure and monitoring, CWA Executive Vice President M. E. Nichols reported.

— Candice Johnson

Union boycott hits Leslie Fay scheme to close U.S. shops

By Sharolyn A. Rosier

Pressure from the three-week Ladies' Garment Workers strike has forced Leslie Fay to close some major facilities, paralyzed a critical distribution operation, slashed sales by half and crippled its ability to deliver the fall line on time.

Some 1,800 ILGWU members walked out June 1 after the company reneged on a 1993 agreement that guaranteed employment for 1,200 workers in northeastern Pennsylvania. Instead the company announced plans to move its domestic plants in that area to Guatemala, where garment workers earn 32 cents an hour and are subject to forced overtime and physical abuse.

In a June 17 letter to 56 of the manufacturer's retail customers, ILGWU Organizing Director Jeff Hermanson said ''sales are off 50 percent overall for the first week of the strike when compared with last year's dismal figures. Sales at Sassco, one of the only two profitable divisions, are off 60 percent since the strike began,'' the letter said. The other profitable division, Castleberry, has been completely shut down by the strike, he added.

The union's campaign against specific retailers that stock Leslie Fay also ''has been highly effective,'' Hermanson said. In a letter to the union June 9, Montgomery Ward announced it will no longer sell Leslie Fay or Sassco garments.

Similar concern about the unfair treatment of Leslie Fay workers has shown up at one regional retailer, the Pennsylvania-based Boscov's department store chain, and one national retailer, Saks Fifth Avenue.

''There are virtually no Leslie Fay garments left in Boscov's stores . . . and leafletting continues at Saks' 20 largest stores,'' Hermanson said.

The company admitted to Women's Wear Daily magazine June 17 that it was closing its four major production facilities in Pennsylvania due to the costs of the strike, he added.

Meanwhile, in an effort to divert attention from the main issues, Leslie Fay CEO Michael Babcock wrote a letter to strikers urging them to resign from the union or not to honor the strike.

The letter also accused the union of coercing members to strike and suggested they contact the Association for Union Democracy. But Susan Jennik, executive director of the association, fired back with a letter to the strikers saying the company falsely referred to the association in an attempt to break the union.

''When your union is standing up to your employer in an effort to improve your working conditions, it would be suicidal for any workers to play the employer's game by resigning from the union,'' she wrote to striking workers.

UTU victory ends rail strike

Workers on the Long Island Rail Road, members of the United Transportation Union, celebrated a big victory and the tentative contract settlement that ended a two-day strike.

The 2,300 UTU members returned to work June 19 after a proposed contract was reached. Key was the railroad's agreement to drop its demand for changes in overtime, night shift, sick pay and other pay differentials, as well as additional work rule changes.

The tentative settlement provides a compounded wage increase of 8.7 percent over the three-year contract term, retroactive to 1992. It also provides for a higher night shift pay differential and increased meal allowance.

UTU members will be voting on the agreement, which, if ratified, will be in effect for about the next six months.

The dispute was settled without congressional or White House involvement, with parties permitted to negotiate a settlement, the UTU said.

In previous national rail disputes, Congress has stepped in and imposed non-negotiated settlements, depriving the parties of their rights under the Railway Labor Act.

RWDSU vows health care fight

Constitution changes clear way for merger with UFCW

By Michael Byrne
Orlando, Fla.

From its convention motto, "Unity is Strength," the Retail, Wholesale and Department Store Union drew concrete, practical applications, coalescing around health care reform, organizing and political mobilization.

Health care reform clearly was the most pressing issue as speaker after speaker articulated the urgent need for union activism. RWDSU President Lenore Miller arranged for the nearly 400 delegates to write letters to their members of Congress urging support for President Clinton's Health Security Act.

Clinton sent a videotaped appeal and an emissary, Health and Human Services Secretary Donna Shalala, who vowed there would be no compromise on universal coverage and predicted that, with the help of union members across the country, Congress would pass a bill "that will proudly wear a union label."

The convention re-elected Miller and Secretary-Treasurer Guy Dickinson, and also moved the union closer to a 1998 merger date with the Food and Commercial Workers with a series of constitutional changes.

Monthly membership dues will be increased $1 per year beginning in July 1995, reaching $19 per month in July 1997, but RWDSU local unions initially will get a 25-cent rebate on the per capita tax until November 1995, when it would rise from $4.25 to $4.50 (the pre-rebate level), then to $5 in 1996 and to $5.50 in 1997.

"Some members of Congress want to postpone (health care) reform, or to make it sound like universal coverage when it's not."

— AFL-CIO Secretary-Treasurer Thomas R. Donahue

Among other constitutional changes, delegates authorized an emergency procedure for raising membership dues by as much as $1 per year in the event the union's assets fall below $2 million, and voted to eliminate the union's General Council, also in preparation for the merger with the UFCW.

Delegates explored some of the services available from the UFCW during an afternoon panel discussion and heard from UFCW President Doug Dority, who praised Miller's "vision and statesmanship" in negotiating the merger. The combined unions will be stronger in organizing, member services and political effectiveness, he vowed.

The benefits of becoming a 90,000-member council within the 1.4 million-member UFCW are obvious, Miller told the delegates.

"By taking our place under the umbrella of the UFCW, we are locking arms with more than a million of our brothers and sisters in the same industries in which our members work," she said.

Besides uniting workers in retail and food processing, the merger "brings virtually all of the organized poultry workers in North America under one banner, giving those brave, long-suffering men and women new resolve in their continuing fight for justice," Miller said.

The plight of those workers drew special attention from the convention, which noted the success of the RWDSU in bringing unionism to some of the nation's most oppressed workers, who labor long hours for minimum wage in squalid and unsafe conditions.

Recounting the experiences of workers who have been injured after years of plucking, skinning and shearing chickens, AFL-CIO Food and Allied Service Trades Department President Robert Harbrant noted, "There's no exercise better for the heart than to reach out and lift people up."

Among those taking up the clarion call for health care reform was AFL-CIO Secretary-Treasurer Thomas R. Donahue, who described Clinton's plan as potentially the biggest economic change since the New Deal. "This fight is a bellwether," he said. "There is momentum for change and we can't afford to lose this opportunity."

"Some members of Congress want to postpone reform, or to do a little now and a little later, or to make it sound like universal coverage when it's not," he said. "We must tell Congress we must have universal coverage, with a mandate that all employers pay."

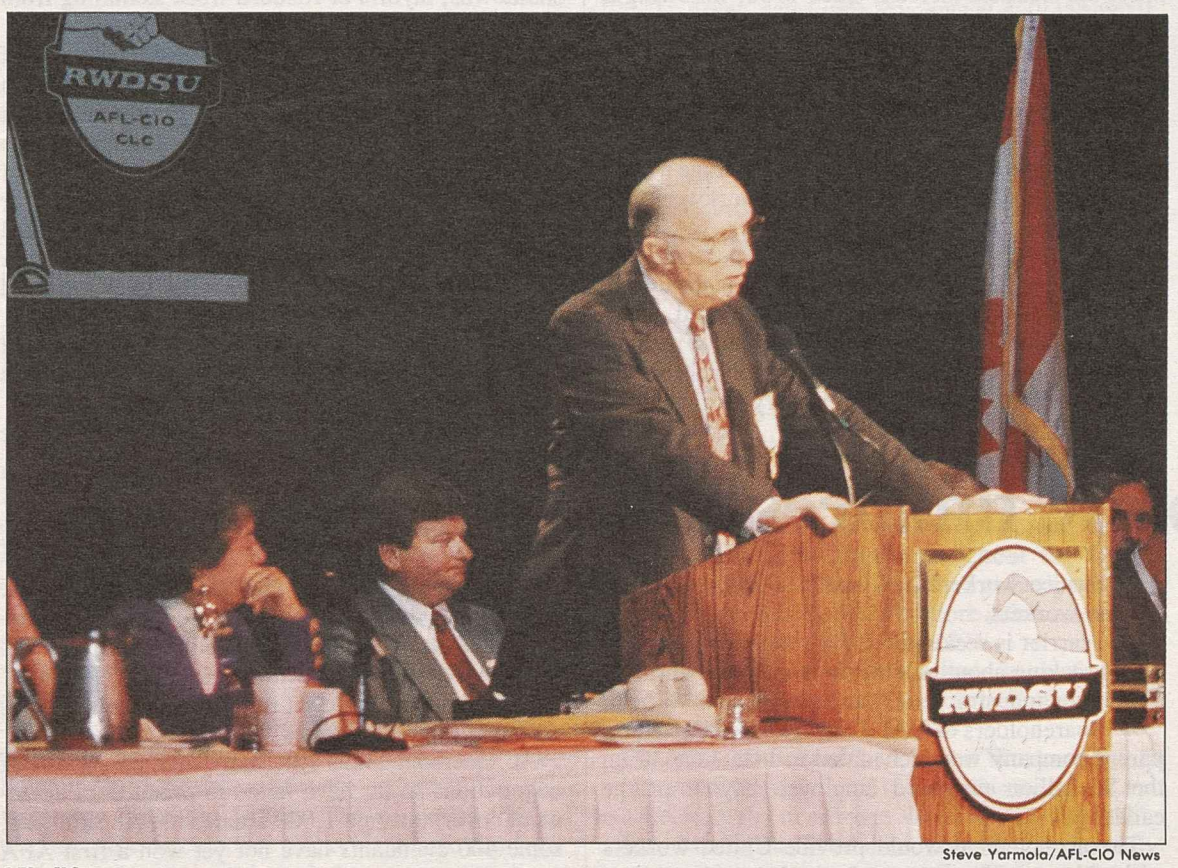
Dority described the UFCW campaign to expose how Wal-Mart and Kmart, primary opponents of the employer mandate, shift $1 billion in health care costs a year to employers who do provide health benefits to their employees.

In his videotaped message, Clinton also thanked the union for its early political support of his winning campaign for the presidency. The RWDSU, along with AFSCME and AFT, supported Clinton early in the primaries and long before he had clinched the nomination.

The union's historic political activism is needed now more than ever, AFL-CIO COPE Director Richard Walsh said, since Clinton's progressive agenda for working families could rise or fall on this year's congressional elections.

Delegates also got a first-hand report on the recent historic multiracial vote in South Africa from Miller, who led the AFL-CIO's 140-member delegation of observers.

Other speakers included: AFL-CIO Vice President Gloria Johnson, president of the Coalition of Labor Union Women; Green Lewis, director of AFL-CIO Community Services; Mark Anderson, director of the AFL-CIO Task Force on Trade; and Jeff Fiedler, secretary-treasurer of FAST.



Steve Yarmola/AFL-CIO News

AFL-CIO Secretary-Treasurer Thomas R. Donahue addresses delegates to the Retail, Wholesale and Department Store Union convention. RWDSU President Lenore Miller is at left.

UFCW puts SPUR to new organizing

Orlando, Fla.

The talent of rank-and-file members of the Food and Commercial Workers is being tapped in a new organizing program unveiled here by UFCW President Doug Dority.

The Special Projects Union Representation (SPUR) campaign will study targeted unorganized groups, then allow local unions to recruit members who match that group. The international then would pay those members for a designated period of time to organize.

"Research among union organizers shows that the highest ratings go to members talking to non-members working in the same industry," Dority said

Because organizing is "critical to our future success," Dority cut $5 million from the UFCW operating budget to start up the SPUR program. "The key," he said, "is not overall numbers but the percentage of people you represent in a given industry."

The argument by some employers that they can't afford pay and benefit increases because of cut-rate competition "has some legitimacy," Dority said.

"If we don't pull the people below us up, they're going to pull us down," he said.

CBTU: 'More jobs will help bring end to street violence'

By James B. Parks

The key to solving the nation's social ills lies in providing jobs to the disadvantaged and unemployed, delegates to the Coalition of Black Trade Unionists annual convention were told.

"We cannot harness the crime, the killings, unless our communities have jobs and a strong economy," CBTU President William Lucy said. "Let us not forget we still have 1.8 million black unemployed. The issue is still jobs. President Clinton needs to help encourage the unemployed, farmers, and consumers. He needs to rebuild America for our slice of the pie."

Lucy, who also is secretary-treasurer of AFSCME, reminded the more than 3,000 delegates gathered in Orlando, Fla., that 12 years of Republican anti-worker economic policies "tilted the playing field against working people. All workers within the income spectrum worked harder, earned less, and saw their standard of living decline."

AFSCME President Gerald W. McEntee told the convention that union-busting and privatization of public services have a tremendous impact on workers, particularly minorities. Mayors like Ed Rendell of Philadelphia and Rudolph Giuliani "look at public services the way a heavyweight fighter looks at a rib-eye steak. They're ready to rip into it," he said.

These mayors don't understand that the public sector jobs they want to cut "are what gave a ladder to people of color to climb out of poverty, to have health care benefits, to have a decent wage," McEntee told delegates.

He praised workers in Philadelphia for their successful campaign to defeat a proposed charter amendment that would have increased Rendell's powers. Their victory shows that the way to combat privatization and to gain worker safeguards is to forge a stronger coalition among labor, people of color, and people with a belief in social justice, McEntee said.

Zwelinzima Vavi, deputy general secretary of the Congress of South African Trade Unions, thanked CBTU and the trade union movement for helping to bring an end to apartheid in South Africa.

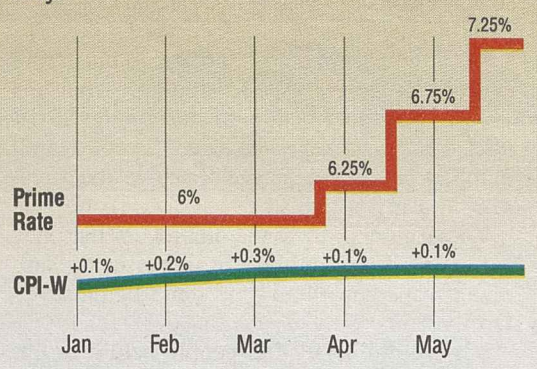
He called on CBTU to continue its support in helping COSATU shape South Africa's future. "The challenge facing us all is to ensure that the universal slogan 'an injury to one is an injury to all' does not become empty," he said.

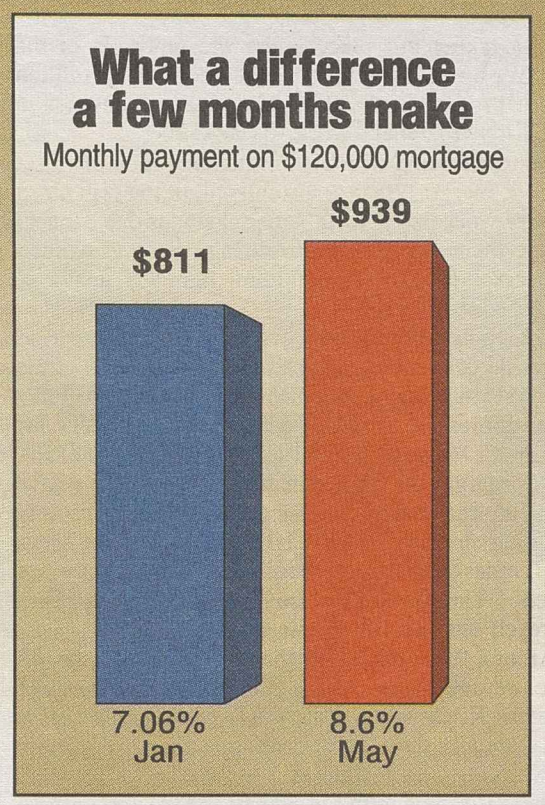
Several CBTU members were part of the AFL-CIO team that observed the historic all-race elections. Lucy was one of the co-chairs of the delegation.

Special panels also were held on health care among African Americans and efforts to train at-risk youth in alternative dispute resolution.

Prices hold steady
But interest rates surge

The Federal Reserve Board has raised short-term interest rates four times in 1994 because of "inflationary threats," even though there is no inflation — except for the cost added to everything by surging finance charges. Banks followed the FRB action with three increases in the prime lending rate. As a result, payments on a typical home mortgage shot up 16 percent during the past five months. The consumer price index (CPI-W) rose just 0.1 percent in both April and May.





Consumers socked by higher loan costs

By John R. Oravec

Other than the rising costs of financing home mortgages and consumer loans, government economic reports show that inflation remains in check.

● The consumer price index for urban wage earners (CPI-W) inched up just 0.1 percent in May, matching April's negligible rise, the Bureau of Labor Statistics reported.

Over the past 12 months, the CPI-W has edged up only 2.1 percent, the lowest increase in several years. The price index rose less than 3 percent in both 1992 and 1993 — hardly a hallmark of runaway inflation.

● The producer price index for finished goods, which tracks the wholesale costs of products, dropped 0.1 percent in May. That matches a similar decline in April, BLS noted. Furthermore, the PPI has declined 0.4 percent over the past year.

Since a surge of inflation in 1990, prices of both consumer and wholesale goods have been relatively stable. That was just before the onset of the 1991 Bush recession, when consumer prices shot up 6.1 percent and wholesale prices surged 5.7 percent. Economists referred to it as a nasty dose of "stagflation."

During the first year of the Clinton administration, consumer prices advanced only 2.7 percent in 1993 while wholesale prices edged up just 0.2 percent.

Despite the leveling off of prices, the Federal Reserve Board jacked up its short-term borrowing rates four times this year. FRB Chairman Alan Greenspan insisted that tighter monetary action was needed to head off an inflationary gush of economic activity. Major banks followed the FRB's paradigm by raising the prime lending rate three times this year.

But the only sign of inflation that materialized, has been on the monetary end of the economy — the higher costs that consumers pay for car loans and home mortgages, AFL-CIO economist Frank Parente said.

"The act of raising interest rates itself is inflationary as higher rates get rolled into the costs of products and services across the board of the economy," Parente told a House banking subcommittee.

"Consumers suffer as higher rates translate into interest payments on credit card balances, on car loans, on home equity lines of credit tied to the primary rate and higher monthly payments for first-time home buyers," Parente noted.

Because of the surge in interest rates, he pointed out that the monthly payment on a typical home mortgage jumped by $128 in the first five months of 1994. The average payment in January amounted to $811 when the rate was 7.06 percent. By the end of May, the monthly payment shot up to $939 with the average mortgage rate climbing to 8.6 percent.

In challenging the FRB's reasoning for its tight-money policies, Parente said, "there is room in the economy for faster economic growth without inflation." "Significant investments are needed in the infrastructure, education and training, and housing to bring the economy up to higher levels of performance while reducing joblessness and meeting human needs."

The BLS data showed that the food component in the May CPI rose only 0.3 percent while energy costs fell 1.1 percent. Over the past 12 months food prices have increased only 1.7 percent while energy prices declined 1.7 percent.

Even the rising cost of medical care has leveled off in recent months, up 0.3 percent in May and 4.5 percent over the past year.

But auto financing charges jumped 3.7 percent in May, the sharpest increase since 1988, following a large hike in April, the CPI-U data showed.

Public transportation fares dropped by 2.6 percent, mainly due to airlines cutting the costs of tickets.

Average weekly earnings of production workers rose 1 percent in May, largely because of the modest rise in the price index, BLS reported. Average hourly pay increased 0.5 percent while the workweek expanded 0.6 percent.

Although real weekly pay was up 1.1 percent from May 1993, workers did not fare that well in the longer term, AFL-CIO economist Anne Draper said. Over the years, inflation has eroded real pay 5.4 percent since May 1984. Worse yet, weekly earnings last month for the average nonsupervisory worker were down 10.8 percent from May 1979, Draper noted.

April deficit widens to $13.3 billion on merchandise trade

The United States slipped into a deeper foreign trade hole as the deficit in goods and services widened by 22 percent in April.

The Commerce Department reported that the overall trade imbalance moved to $8.4 billion from $6.9 billion in March. Worse yet, the shortfall in merchandise goods swelled to $13.3 billion as imports increased to $53.6 billion while exports declined to $40.3 billion.

Compounding the problem for the United States is the worsening predicament in North American transactions since the implementation of the trade agreement with Mexico and Canada. Under NAFTA, the U.S. deficit with Canada shot up more than 50 percent while the long-running surplus with Mexico has been nearly wiped out.

In the first four months of the year, America's shortfall in merchandise trade worldwide topped $50 billion, AFL-CIO international trade economist Mark A. Anderson pointed out.

"At that pace, this year's trade deficit could likely match the record $159.5 billion hit in 1987," said Anderson, who noted that the U.S. posted a $132.6 billion imbalance for merchandise goods in 1993.

Meanwhile, the surplus in services narrowed in the January-April period to $17.6 billion, down $2 billion from a year ago.

The U.S. deficit with Canada surged over the month, rising from $738 million in March to $1.1 billion in April, the Commerce Department data showed. At the same time, the trade surplus with Mexico dropped from $166 million in March to $7 million in April.

U.S. exports to Mexico declined 13 percent in April to $3.8 billion, AFL-CIO economist Greg Woodhead noted.

Over the first four months of the year under NAFTA, the combined U.S. deficit in North America ballooned to $3.2 billion from $2 billion in the comparable 1993 period, he observed. "Adding to the problem is Mexico's newly initiated crackdown on imports from the United States."

As U.S. firms shift production to Mexico and imports from Canada escalate, there is a heavy toll on American factory and service jobs, AFL-CIO economist Sheldon Friedman said.

Since the Jan. 1 implementation of the NAFTA "bridge" program for trade adjustment assistance, the Labor Department has received petitions for some 150,000 workers at 150 firms in 33 states.

As of June 20, the Labor Department has made 53 certifications covering 4,487 workers because of plant shutdowns, layoffs or reduced work stemming from increased imports from both Mexico and Canada.

The Labor Department has denied certification of 56 petitions for an estimated 5,000 workers. Action is pending on 35 petitions for several thousands workers.

The largest deficit in April was again with Japan, which eased a bit to $5.5 billion. But cumulative for the January-April period, the merchandise shortfall came to $20.5 billion, up from $18.9 billion last year. At that rate, the trade imbalance Japan is expected to reach another record in 1994.

The deficit with China rose to $1.8 billion in April and has widened to $7 billion in the first four months of 1994 from $5.7 billion a year ago.

— John R. Oravec

Airline unions explore finances, restructuring at USAir

By Candice Johnson

Unions at USAir Group Inc. are reviewing the airline's finances in response to a company effort to restructure and improve the company's bottom line.

USAir has been hit by losses of more than $2.6 billion over the past four years.

The Air Line Pilots, Machinists, Flight Attendants and Transport Workers have formed the USAir Labor Coalition and are reviewing the carrier's finances to develop and submit a restructuring plan.

The unions now represent some 23,000 workers, with separate elections pending to represent 7,700 fleet service workers and nearly 10,000 passenger service workers.

The carrier is seeking to cut $1 billion in expenses and is seeking about half that amount from workers.

In other industry developments:

● Shareholders of UAL Corp., United Airlines's parent company were scheduled to vote June 30 on the $5 billion proposed employee buyout of the carrier.

The arrangement would provide United workers with at least a 55 percent stake in the carrier, in exchange for wage and work rule changes, and a combination of cash and stock payments for shareholders.

● The Federal Mediation Board has joined contract talks between the Flight Attendants and two carriers, American Trans Air and Simmons Airlines.

At both airlines, duty time and rest requirements are among the key issues, the AFA said.

At American Trans Air, more than 26 months of negotiations so far have failed to produce an agreement covering some 1,000 attendants. At Simmons, some 400 attendants have not yet won a first AFA contract since voting for AFA representation in January 1992.

NEWSMAKERS

The first conference of NABET-CWA elected **John S. Clark** sector president. He has served as acting president since the resignation of James P. Nolan last October. **Robert O. Beaulac** was elected vice president and **William J. Bryan** was re-elected secretary-treasurer. The conference was NABET-CWA's first meeting since the merger with the Communications Workers in January.

A.L. Mike Monroe, president of the Painters, was named chairman of the Labor Division of the United Way of the National Capital Region. The 1994 United Way campaign is scheduled to kick off in September.

Jim Hightower's nationally syndicated radio commentary, one of the few pro-worker programs on the air, was cancelled by radio station, WRC/980 AM, in the Washington, D.C. area, where it could be heard by the nation's lawmakers and top policy officials. The show ran daily at 9:05 a.m. and 6:04 p.m. Listeners are urged to call the station's program director at 301/587-4900 and ask that the Hightower show be returned to the air.

Michael Fanning was named chief executive officer of the Operating Engineers central pension fund, effective Sept. 1. Fanning, 46, has served as the IUOE's chief counsel for the past 10 years, having joined the union's legal staff in 1975. Fanning will be succeeded by **Richard Griffin,** currently associate general counsel. Prior to joining the IUOE in 1983, Griffin served two years as staff counsel to NLRB member John Fanning.

AWARDS

The **Labor Institute of Public Affairs** received an Emmy Award for its public affairs program, ''Working in the '90s,'' at the 36th Annual Capital Region Emmy Awards sponsored by the National Academy of Television Arts and Sciences, Washington Chapter. Bill Cosmos, senior producer of the program, accepted the award.

Eunetta Pierce, a retired Chicago union activist, received the Addie L. Wyatt Award presented by the National Women's Committee of the Coalition of Black Trade Unionists. Pierce held several positions including shop steward and vice president in the Packinghouse Workers before merger, after which she became a vice president of Food and Commercial Workers Local 500P. The award was presented during the CBTU's 12th Annual Women's Conference in Orlando, Fla.

The CBTU also honored several trade unionists during its 23rd annual convention in Orlando, Fla. **Lew Moye** of the UAW received the Johnny Makatini Award for efforts to end aparthied; **Willie Baker,** vice president of the Food and Commercial Wrokers, the Nelson Jack Edwards Award for outstanding service to advance the mission and goals of CBTU; **Anita Patterson,** AFSCME, the Sojourner Truth Award for outstanding contributions to the labor movement; and **Joe Davis,** UAW, the Distinquished Service Award.

The Postal Workers received the labor award from the Labor Committee of the President's Committee on Employment of People with Disabilities at the committee's awards banquet on May 19. Other unions which received labor awards on meeting the needs of impaired persons were the Flight Attendants, Machinists, Screen Actors and AFT Local 2.

DEATH

Philip Vera Cruz, former vice president of the Farm Workers, died June 11 in Bakersfield, Calif. He was 89.

In 1965, Vera Cruz joined the AFL-CIO's Agricultural Workers Organizing Committee, an alliance of Filipino farm workers. The group waged a successful sit-down strike in the vineyards of Coachella, Calif., and later repeated its victory by helping launch the historic Delano grape strike. The merger of AWOC with the Mexican-American organizing committee led by Cesar Chavez led to the formation of the UFW.

Vera Cruz dedicated the rest of his life to organizing farm workers. He also spearheaded efforts by the union to build a retirement village for farm workers in Delano, which opened in 1975.



Ray Crowell/Page One Photography

Gearing up for the Father's Day culmination of the Dollars Against Diabetes campaign, Sheet Metal Workers Secretary-Treasurer Lawrence J. Cassidy and Organizing Director Jimmy Hinkle were two of hundreds of union volunteers, in Washington and across the country, who collected donations. Last year, unions collected $1.1 million for the DAD campaign, which is sponsored by the AFL-CIO Building and Construction Trades Department.

RESOURCES

The Spring 1994 edition of **Off Center,** another release in the audio cassette tape series, provides information on communications, family and medical leave, workers' compensation and HIV/AIDS. Off Center is produced by the George Meany Center for Labor Studies and the AFL-CIO Department of Education.

Subscriptions are $24 for one year, $42 for two years and $56 for three years. For copies, write Off Center, Meany Center, 10000 New Hampshire Avenue, Silver Spring, MD 20903.

PUBLICATIONS

The Private Management of Public Schools: An Analysis of the EAI Experience in Baltimore, published by the AFT, uses public data to analyze staffing, expenditures and student performance. It concludes that student performance declined in the Baltimore experiment managed by Education Alternatives Inc. The for-profit firm cut certified teachers and special education support services to finance improvements in school buildings, while student performance declined. For copies, contact Donna Fowler at 202/879-4482.

Is a Private Contractor a Better Alternative?: A Guide to Evaluating the Privatization of Public School Services is a 14-page pamphlet by the Baltimore Teachers Union. The pamphlet ''helps teachers take an objective and critical look at privatization ventures'' and includes commentary on privatization and suggestions for improving schools. Single copies are free. The cost is 50 cents each for up to 100 copies, and 40 cents each for more than 100. To order, call Linda Prudente at 410/358-6610.

CONVENTIONS

The Asian Pacific American Labor Alliance is sponsoring a **Leadership and Education Conference** August 5-7 at the Seattle Westin Hotel. The registration fee is $40. For more information contact Chung Wha Hong, APALA's executive assistant, at 202/842-1263.

The **Teamsters Hispanic Caucus 3rd Biennial Convention** will be held at the Radisson Hotel in Denver, July 22-24. For more information and registration, call Pete Espudo 909/877-8326 or Roman Garcia 303/458-1600.

COURSES

Several regional summer schools for union women begin in June. The **Southern School for Union Women** will be held June 26-July 1 at Juniper Beach Resort in Palm Beach, Fla. For more information contact Peggy Wilson at 305/348-2371.

The **Western Women's Institute** is set for July 10-15 at the University of Oregon in Eugene. Contact Jill Kriesky at 503/346-2790.

The **Midwest School for Women Workers** is July 10-15 at the University of Illinois-Champaign. Contact Helen Elkiss or Miriam Walsh at 312/996-2623.

The **Northeast Women's School** will be July 31-August 5 at the University of Connecticut in Storrs. Contact Maria-Luz Samper at 203/486-3417.

BARGAINING

USWA strike gains pact

The Steelworkers ended a 69-day strike against Allegheny-Ludlum Corp. after reaching a tentative agreement on a new four-year contract that increases wages, pensions and gives workers a role in corporate governance.

The agreement, which goes into effect July 1, pending member approval, covers 3,500 workers at eight plants in four states. The agreement calls for an average $10,000 pay increase, including a $3,000 ratification bonus, over the life of the pact. The wage increase in the last year will average $1.60 an hour.

Any worker retiring with 30 years of service will receive a minimum monthly pension of $1,500 regardless of age under the agreement and those retiring at age 65 with 30 years will receive $2,000. The pact also includes joint plant-level committees to resolve scheduling issues.

IBT ratifies Stroh accord

The Teamsters ratified a new three-year master agreement with Stroh Brewery Co. that provides wage increases totaling 75 cents per hour.

The contract, which covers some 1,300 workers at Stroh plants in Winston-Salem, N.C., Lehigh, Pa., Longview, Texas, and Tampa, Fla. was ratified June 12.

The initial 25-cents per hour wage hike is effective upon ratification and will be followed by additional increases of 25 cents in 1995 and 1996, according to the union. While wage rates vary between plants, this year's increase will raise the average hourly rate to the $17 range.

The contract includes new language to bring Stroh into compliance with the federal Family and Medical Leave Act, establishes joint labor-management committees at each plant and increases the company's contributions to the Central States Health and Welfare Plan.

OPEIU gets 8% pay hike

Some 1,600 employees of Blue Cross and Blue Shield of New Jersey will receive pay increases of 8 percent under a three-year contract ratified June 10.

The workers, represented by Office and Professional Employees Local 32, include clerical, customer service and sales support staff. The previous contract expired April 30, but was extended to June 10.

The workers will receive a 2 percent pay hike in the first year with 3 percent raises each in 1995 and 1996. The agreement also allows management to award additional pay increases based on ''demonstrated competency.''

Although the contract preserves choice of health-care plans, it encourages employees to choose the current health maintenance organization by increasing co-payments for the competing managed care program.

SEIU hospital pact approved

Service Employees Local 1199 ratified a two-year contract with Strong Memorial Hospital in Rochester, N.Y., that provides a new health and safety program jointly run by the union and the hospital.

The contract, which is retroactive to May 29 and covers some 850 nonprofessional employees, provides for 50 workers to take the union's ''hazard awareness'' training class in the first year, according to Bruce Popper, the local president.

Employees also will receive a wage increase of 2.5 percent in the first year and 3 percent in the second. Under the previous contract, pay rates ranged from $8.19 per hour to $12.11 per hour.

Health care benefits will be retained at current levels with no increase in costs to workers. Improvements in dental and vision care will be funded by savings from cost containment measures put into effect under the last contract, Popper said. The contract also provides for a longer period before new hires attain the job rates.

Federated campaigns show need to aid worker rights

By James B. Parks and Michael Byrne

Barely a week after a blue-ribbon federal panel found that employers are increasingly using illegal tactics to prevent workers from organizing, a celebrated campaign ended in defeat for the union.

After the company illegally fired a worker for supporting the union and orchestrated an anti-union letter-writing campaign, employees at Jordan Marsh department store in Peabody, Mass., voted against representation by the Retail, Wholesale and Department Store Union.

The Marsh campaign was one of the cases highlighted in the President's Commission of the Future of Worker-Management Relations fact-finding report as an example of the kinds of illegal employer activities that prevent workers from exercising their right to organize. The commission, headed by former Labor Secretary John Dunlop, issued its fact-finding report June 2 and is expected to release recommendations in November.

The villain behind Jordan Marsh, Federated Department Stores, is the same company that RWDSU is battling in its current campaign to organize the Stern store chains in New York and New Jersey.

Since a leveraged buyout several years ago, Federated has launched a major battle against the union despite years of cooperative relations. The company used trumped up charges to fire one of the Stern employees who successfully signed up some 85 workers on the union representation petition.

"It's a classic case of how the law has been stacked against workers who want to form a union," said Rick Carbonell, president of RWDSU Local 2567. "We had 80 percent of the workers at one Stern store signed up, but the NLRB ruled that we would have to have a majority of the workers in all 22 Stern stores."

The union has appealed that ruling, which came last August from the Memphis region of the labor board. "They told us our own regional board was too busy, so they sent it to Memphis," said Local 2567 organizing director Jim Slevin.

The Dunlop Commission report showed that this anti-union employer activity is endemic, AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

"According to Dunlop, 25 percent of all employers illegally fired one or more workers for supporting a union," he said. "That record is stunning.

"If one-quarter of all workers decided to break the law, it wouldn't take government long to act," Donahue noted. "But the criminal sector in this case comes from powerful corporate boardrooms."

This inequality in the law has served to widen the gulf between the rich and the poor in our society, the commission reported. Donahue compared this finding to that of the Kerner Commission, which revealed the existence of two societies — one white and one black, separate and unequal.

"Like the Kerner Commission, the Dunlop Commission has determined that a healthy society cannot long continue along the lines we are currently moving," he said.

Judy Ray, a 10-year Jordan Marsh employee, brought that campaign into the spotlight when she testified before the commission that she was fired in 1993 for trying to gain a union. Ray said she was followed on her days off by security guards and, when on the job, was watched at all times and was even timed when she went to the bathroom.

Five months ago, the NLRB upheld her claim that the firing was illegal, but the process took so long she is facing financial ruin. Ray, who is suing the company, told a press conference the penalties for labor law violations are too lenient. The NLRB ordered Jordan Marsh to post a bulletin that it would not interfere again in union organizing campaigns.

"A piece of paper means nothing to Jordan Marsh," Ray said. "Our rights are all we have."

During Jordan Marsh's last-minute anti-union letter-writing campaign, union opponents claimed that workers did not want to be represented by "outside delegates" or subjected to pay union dues.

"Basically, this is just an attack against the union supporters because the management is running scared," said Brian Sabourin, a RWDSU organizer.

The need for reform of the nation's labor laws is evident from a recent poll by Fingerhut/Granados Research which found that 79 percent of Americans believe workers are likely to get fired if they try to organize a union at the place where they work.

"These figures clearly show," said Elmer Chatak, president of the AFL-CIO Industrial Union Department, "that the average American no longer believes it is possible to participate in forming a union at the workplace without the most severe consequence — that is, the loss of a job."

The labor movement has argued for years that NLRB enforcement over past years has eroded confidence of American workers that they would be protected if they supported a union at their workplace.

"These data indicate quite clearly that, in fact, workers do not believe such protections exist . . . and therefore the whole purpose of labor law legislation has been seriously compromised, if not outright undermined," Chatak said.

Cat workers united in battle against 'intolerable' conditions

Continued from Page 1

NLRB process — "a process they have promised repeatedly to delay for years," he said.

The company also proposed a case-by-case arbitration, which Casstevens said was not appropriate since the NLRB had already conducted extensive fact-finding in the cases. "Our members need immediate relief from the repressive conditions . . . arbitration of individual cases would not provide the relief that is required," he said.

The strike culminates three years of tensions between the company and its workers. The Caterpillar employees have been working under an imposed contract since April 1992 after they suspended their five-month strike under the threat of being "permanently replaced." They began an in-plant campaign to force the company to bargain.

"Permanent" replacements for striking workers have been held to be legal only in strikes over economic issues, with the law making clear that "permanent" replacements cannot be hired in a strike over unfair labor practices.

One fact Caterpillar and the UAW agree on is that the NLRB, and ultimately the federal courts, will take years to resolve the issues between the two.

On June 22, Caterpillar began advertising for factory jobs but said the jobs were new, permanent positions and not replacements for striking workers. The hiring of scabs as temporaries, with no right of permanent replacement, is an employer legal right that has never been questioned.

The company's refusal to continue talking about the complaints must mean "that the company has no intention of obeying the law, and that it plans to continue its campaign of harassment and intimidation targeted against our members," Casstevens said.

"As we have made clear, such conditions are intolerable for our members, unacceptable for our communities, and destructive of the long term environment which Caterpillar needs to meet today's business challenges," he said.

Caterpillar's success came in large measure because of a longstanding partnership between the company and its union workers, AFL-CIO Secretary-Treasurer Thomas R. Donahue noted. But that all changed when Donald Fites became Caterpillar's chief executive officer.

"It is the story of the dashed hopes of people who thought they were in a partnership, and of one man who decided to end that partnership," he said. "Fites will find out that he crossed a strong union and a united labor movement."

That view is repeated by workers on the picket lines. "If I'm the last one out here, that's OK. I'll lose everything I got before I go back," said Jerry Anderson, a 29-year employee at the Peoria, Ill., plant.

— **James B. Parks**

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Expanding information superhighway offers labor opportunities to tell workers' stories. **Page 12.**

AFL-CIO NEWS

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Mikkel Aaland/AFSCME

Thousands of AFSCME convention delegates join city employees at a rally in front of San Diego's City Hall. The unionists are protesting a proposal by the city's Republican mayor to eliminate the civil service as a cost-saving measure. **See convention story, Page 5.**

Labor working down to wire for S. 55 votes

Cloture test July 12 seeks to cut off GOP filibuster

By James B. Parks

After months of intense lobbying by workers and their union representatives, the U.S. Senate finally is poised to vote on S. 55, the Workplace Fairness bill.

Senate leaders plan to ask for a vote to cut off the debate on the bill on July 12 and, if necessary, again on July 13. Labor lobbyists reported they are working up until the last minute to gain the supermajority of 60 votes needed to shut off the expected Republican filibuster against S. 55.

The bill, which would ban the ''permanent replacement'' of strikers, passed the House last year overwhelmingly and is favored by a majority in the Senate. But a minority of senators plan to use the filibuster to prevent the majority from voting.

Unlike in previous years when the White House actively opposed the bill and threatened vetoes, President Clinton and Labor Secretary Robert B. Reich were solidly in labor's corner. Both sent letters to senators urging them to break the filibuster and pass the bill.

''The Workplace Fairness bill, by re-establishing the balance in collective bargaining, strengthens the bonds of trust between employers and employees,'' Reich wrote in an opinion piece that ran in newspapers in the home states of several key senators. ''Strikes are a last resort, an option most unionized workers choose reluctantly at great risk to themselves and their families.

''America's best companies understand that true cooperation requires granting employees a voice. The prospect of permanent replacement stifles that voice,'' Reich wrote. ''Two generations after federal law gave U.S. workers a say, a small group of federal legislators is attempting to smother that right,'' Reich added.

Organized labor, in a campaign coordinated by the AFL-CIO Industrial Union Department, mobilized grass-roots efforts to win passage of the bill. Workers have been joined by a number of community allies, including religious leaders.

A group of more than 750 religious leaders from 25 faith traditions, in a two-page advertisement in the Capitol Hill newspaper Roll Call, called on the Senate

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Americans demand universal health care

By Muriel H. Cooper

The July 4 recess provided working families the opportunity to deliver a clear, firm message to Congress: health care reform must include universal coverage for every American.

Getting that message across became critical when the Senate Finance Committee passed a version of health care reform that would not cover every American and omits the fairest and most equitable way to finance a national system, an employer mandate.

Recent polls indicate Americans support labor's position. Analysis of the Harris poll shows that universal coverage is the top priority for every demographic group in the survey. And both ABC/Washington Post and the Time/CNN polls show that 72 percent of Americans support employer mandates.

Pollster Stan Greenberg found that 53 percent of Americans said they would vote against a member of Congress who opposed major health care reform.

The House Ways and Means and the Education and Labor committees, as well as the Senate Labor and Human Resources Committee, voted out plans that would require employers to pick up a majority of the premium cost.

But the Finance Committee, on a 12 to 8 vote, called for employers and workers to voluntarily purchase insurance. If 95 percent of the population is not insured by 2002, a commission would then recommend mandatory measures.

Even more insidious is a so-called ''high cost plan assessment'' provision pushed through by the committee's ''rump group,'' five senators who were working separately. This provision would add a 25 percent tax to the difference between actual plan costs and the average premium in the best plans — the 40 percent that cost the most.

In a letter to the committee's chair, Sen. Daniel P. Moynihan (D-N.Y.), AFL-CIO Legislative Director Robert M. McGlotten warned that middle-class families and their employers would be hurt by the proposal.

Based on a sampling of workers across America, ''middle-class working families in our sample would

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Drive for rights in trade pacts gains international support

By Michael Byrne

Labor's insistence that worker rights be considered in the advancing global trade machinery has picked up support, even against a withering assault on labor standards from multinational employers and some Third World governments.

The International Labor Organization agreed last month to create a working group to explore the social dimension of the new trade regime due to be inaugurated next year with the World Trade Organization. Governments of many industrial nations, led by the United States, say they will push the worker rights issue before the new body.

''We are adamant that the WTO should address the relationship between internationally recognized labor standards and trade,'' President Clinton told AFL-CIO President Lane Kirkland in a letter May 17.

The Clinton administration made that case at the recent meetings of the ILO and the Organization of Economic Cooperation and Development, and President Clinton planned to raise the topic at the meeting July 8-10 of the G-7 industrialized nations. Clinton met with Kirkland in Warsaw on the way to those talks, which were dominated by the dollar's precipitous slide in financial markets.

Labor Secretary Robert B. Reich, in an address before the ILO, argued for ''absolute. . . core labor standards'' that include freedom of association and the right to bargain collectively, as well as a ban on discrimination in employment and the abolition of forced labor and child labor.

In addition to these standards, which were first defined in 1919 at the birth of the ILO by former AFL President Samuel Gompers, Reich suggested a two-pronged test to determine whether nations are violating decent standards of working conditions — the existence of democratic institutions and the trend toward narrowing the gap between rich and poor.

But the ILO has documented that even the core labor standards are violated in many developing countries, where multinational employers fill their coffers on the backs of exploited workers. Opposition to worker rights provisions in trade agreements has been most vociferous from Southeast Asian countries, which sought to block the U.S. proposal for an ILO working group on the issue.

Ironically, as the Clinton administration was making

Continued on Page 8

ORGANIZING

Laborers win Mississippi vote

The Laborers won a representation election covering 1,000 workers at the Sanderson Farms poultry processing plant in Collins, Miss.

The unit of mostly African-American workers voted 431-413 for representation by Laborers Local 693, with 29 ballots challenged.

Organizers said the deplorable working conditions at the plant sparked the organizing campaign. They reported that workers could go to the bathroom more than three times a week only by providing a doctor's note and had to pay 10 cents per cup for clean drinking water.

Sanderson Farms has three other poultry processing plants in Mississippi.

Cooperation goes public

Two unions participating in the Florida Cooperative Organizing Program chalked up election wins among public employees.

The Amalgamated Transit Union won an election covering 53 Sarasota County transit employees by a 43-6 vote, and the Laborers won a representation election for city employees in Milton, Fla., by a 37-10 margin.

Supervisors join CWA

Supervisors at the University of Medicine and Dentistry of New Jersey voted in the Communications Workers, spurred by management's firing of several workers with seniority.

The 533 supervisors, who are eligible for union membership under New Jersey's public sector bargaining law, voted 169-123 for CWA.

Just five days before the election, an anti-union law firm was hired to sway the workers, but with no success. Supervisors reported that after years of never getting a single letter from their vice president, they were now getting one a day, CWA said.

Also signing on with CWA are workers at T&D Communications, an interconnect firm in Southern California. Workers voted 27-0 to replace their independent association with CWA Local 9400.

IBT wins at air station

Workers at Whidbey Island Naval Air Station in Washington State beat back a strong anti-union campaign organized by Brown and Root Services and voted in Teamsters Local 788 by a 3-2 margin. The Brown and Root construction firm of Texas is one of the nation's most notorious union busters.

A 76-member organizing committee used one-on-one contacts, telephone calls and a newsletter to spread the union message among the 160 maintenance, clerical and skilled trades workers.

UMWA gains affiliation

Workers at the IMCO aluminum recycling plant in Uhrichsville, Ohio, members of the Independent Molten Metal Workers, voted 106-21 to affiliate with the Mine Workers.

The group sought affiliation with the UMW to strengthen bargaining, especially in the areas of safety and contract procedures. The workers' current contract expires next year.

Partnership pays in glass industry

'Nickel solution' boosts sales, jobs and cooperation

By James B. Parks

A partnership between union workers and management in the glass container industry has proven once again that cooperation in the workplace pays off for all concerned.

The so-called ''Nickel Solution,'' an industry promotion fund begun 10 years ago by the Glass, Molders and Pottery Workers and the Flint Glass Workers, is the kind of cooperative agreement hailed by the AFL-CIO in its treatise on The New American Workplace and by the President's Commission on the Future of Worker-Management Cooperation, known as the Dunlop Commission.

A number of other affiliated unions, including the Ladies' Garment Workers and the Sheet Metal Workers, also are involved in such industry promotion programs.

The ''Nickel Solution'' began when glass container workers agreed to contribute a nickel per hour, with the employers matching that amount, to promote sales of the products they make and to protect their jobs. The voluntary contributions were included in union contracts in 1986 when the contribution was increased to 10 cents.

Since the program began, sales of glass containers have improved and recycling has greatly increased.

Labor Secretary Robert B. Reich congratulated the unions on the 10th anniversary of the program. He praised workers and glass container management for ''their progressive steps in continuing the American tradition of support for productivity and job creation while maintaining an environmental consciousness.''

''Such efforts, past and present, definitely illuminate the paths of progress which citizens like yourselves are taking in the journey to American workplaces of the 21st century,'' Reich declared.

GMP President James E. Hatfield said ''we are very happy to have established this model of labor-management partnership. Over the years, the 'Nickel Solution' program has saved countless jobs in our industry.''

AFGWU President Lawrence Bankowski noted that local officials of both unions are featured in a recent Ragu ad that promotes both the sauce and the glass containers. ''This kind of partnership will continue to serve the best interest of everyone employed in the glass container industry,'' he said.

The AFGWU also is involved in an innovative program at Corning's SCC plant, where self-managed teams came up with a set of disciplinary rules governing appropriate behavior on the job. They also help in the selection of new entrants to the team by participating in job interviews and fully explaining to new applicants what is entailed in autonomous team production.

The union and management negotiated the pay formula associated with the pay-for-skill system so that it is comparable to wage rates in other local Corning plants. Additionally, the SCC employees, both managers and workers, receive 5 percent to 7 percent of their wages through a gainsharing plan linked to achieving plant-level performance goals and a profit-sharing plan linked to corporate performance.

The Dunlop Commission's fact-finding report ''makes clear that labor-management partnerships need to be encouraged because they offer the best hope of creating a lasting basis for the kind of worker participation systems that advance the interests of employers and employees alike,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

NALC distributes 16 tons of food to needy

By Sharolyn A. Rosier

Some 177,000 Letter Carriers collected 32 million pounds of food along their postal routes and then distributed the food to shelters, food banks and pantries in 4,000 cities and towns.

NALC President Vincent Sombrotto called the response from the public ''truly amazing'' and said it shows that both letter carriers and their customers care deeply about those who are less fortunate.

''NALC members are pleased and proud to serve as messengers of good will between concerned citizens and the food distribution centers in their communities,'' he said.

This year's food drive nearly tripled the amount collected last year. The drive was conducted by 774 NALC branches with the cooperation of the U.S. Postal Service, the AFL-CIO Department of Community Services and the United Way of America.

''The food drive demonstrates the spirit of trade unionism,'' said AFL-CIO Director of Community Services Green Lewis. ''Union members are active in their communities, helping their brothers and sisters.''

In almost every case, branches that participated in the 1993 food drive doubled or tripled their collection this year. Some, like branches in Hawaii and Alaska, were seven times as large.

''It was overwhelming,'' said Hawaii coordinator Ann Ishibashi. ''We had carriers who were really pumped up.''

NALC branch coordinators used posters, newspaper ads, radio and television public service announcements, church bulletins, schools and labor meetings to spread the word throughout the community. But the key to large collections, the union says, was the agreement by local postmasters and district and area USPS managers to place flyers in postal customers' mail a few days before the drive.

In Nashville, Tenn., country recording star Marty Stuart served as honorary chairman of the drive and in San Francisco, professional football player Ronnie Lott participated in a pre-drive press conference.

The shelves of food banks, shelters and pantries often dwindle during the summer months. The giving is generally high during the Thanksgiving and Christmas seasons.

''This was by far the largest single quantity of food we have ever received,'' said Patrick Slattery, executive director of the Jesus Hous of Hope in Stuart, Fla.

Sandra Accomando of the Apostles' House in Newark, N.J., noted that some 86,000 children go hungry each day in New Jersey. ''You can rest assured that many of the hungry will be fed tonight as a result of this collaboration.''

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Ladies' Garment Workers Vice President Evelyn Dubrow addresses health care reform rally.

Recess time to work on health care

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be hit with annual cost increases of $200-$800 in insurance premiums,'' McGlotten said. ''Whether these increases are initially paid by insurance companies or their employers, they eventually come out of the paychecks of workers.''

For example, a steelworker in South Dakota will be hit with a $479 increase in health insurance premiums if the proposal becomes law. A New York City bus driver would dish out an additional $604 for coverage. Teachers in Oklahoma would see a $552 premium increase.

''We ask you to oppose the so-called high cost plan assessment as a de facto tax and to oppose any plan which would place the burden of financing health care reform on working families,'' said McGlotten. ''For America's working families, economic relief from the high cost of health coverage is an essential element of health care reform.''

McGlotten had urged unionists to use the congressional recess as an opportunity to meet with their representatives and tell them to support real reform, including universal coverage, an employer mandate, cost containment and no taxes on health benefits.

''Each of your representatives and senators should be strongly urged to support and protect these principles,'' he said.

''The bell for recess means it's time to get to work,'' said Sen. Edward M. Kennedy (D-Mass.), during a Capitol Hill rally with the federation and its allies. He, along with Sens. Paul Wellstone (D-Minn.), Harris Wofford (D-Pa.), Paul Simon (D-Ill.), Howard Metzenbaum (D-Ohio), Claiborne Pell (D-R.I.) and Tom Harkin (D-Iowa) also urged constituents to meet with their representatives and tell them ''now is the time for health care reform.''

Unionists took the charge seriously as they arranged dozens of face-to-face meetings with legislators, marched with signs in 4th of July parades and called members of Congress on specific ''call in days.''

The federation has arranged for union members to gain access to members of Congress through a toll free number, 1-800-9-CARE 94. Unionists can then ask to speak to their specific representative.

In addition, sample letters and other materials are available through the activists kits. Kits are available by calling 1-800-80-LABOR.

Meanwhile, postcards are pouring in daily from union families supporting health care reform. The postcards, which appeared in the summer edition of Union Plus magazine, ask senators and representatives to support comprehensive reform.

Several unions are participating in the Health Security Express, a national bus tour for health reform. Traveling one of three routes — Portland, Ore., to Independence, Mo., to Washington, D.C.; San Antonio to Washington, D.C; and Boston to Washington, D.C. — workers and their families will converge Aug. 2-4 and deliver thousands of personal messages to Congress.

Union member retirees will be attending teach-ins designed to promote reform to the senior community. Upon completion of the teach-in, activists will return to their communities where they will conduct similar session for seniors along with a letter-writing campaign.

Several of the senators attending the Capitol Hill rally designated every Friday as an informal pep day. Activists are invited to share their plans and successes with participating groups and remain visible until good legislation is passed.

S. 55 hangs in balance of key senators

Continued from Page 1

to let S. 55 come to a vote. The group included three Roman Catholic cardinals and 10 major leaders or heads of national faith groups.

The Seattle office of Sen. Slade Gorton (R-Wash.) was stormed May 11 by 35 people, including several replaced workers, who protested his opposition to S. 55.

In the president's home state of Arkansas, labor challenged the Chamber of Commerce to a debate on S. 55, and trade unionists and their supporters were planning a vigil on the eve of the vote.

Arkansas newspapers published columns by Paperworkers President Wayne E. Glenn, state AFL-CIO President Bill Becker and labor historian Martin Halpern supporting the bill. A newspaper ad May 16 argued that, without the right to withhold labor, workers have no voice to address safety and health issues on the job.

In Maine, a statewide vigil ran for more than a month. Some 25 trade unionists held an informational picket outside the Portland hotel where a fund raiser for Rep. Olympia Snowe (R) was being held, attended by Senate Minority Leader Robert Dole (R-Kan.).

The Minnesota AFL-CIO asked all its affiliates to generate at least five letters and one facsimile message per day to Sen. David Durenberger (R) urging him to vote for cloture. The letter-writing campaign produced more than 5,000 letters to the senator and thousands of telephone calls.

In Rhode Island, State Rep. Linda J. Kushner, a Democratic candidate for the U.S. Senate, joined striking Teamsters at F. DiZoglio & Sons, a paper products wholesaler in West Warwick, and urged Sen. John Chafee (R), who is opposed to the bill, to vote for cloture.

Kushner introduced an unsuccessful bill two years ago that would have banned ''permanent replacements'' in Rhode Island.

Religious and labor leaders protested outside the Jackson, Miss., office of Sen. Trent Lott (R) urging him to abandon his plans to filibuster against S. 55.

In Vermont, petitions signed by more than 5,000 people were handed over to aides of Sen. Jim M. Jeffords (R), asking him to support workplace fairness.

''It has been a tremendous campaign, fueled by the heartfelt convictions of union members across the country,'' AFL-CIO Legislative Director Robert M. McGlotten said. ''The senators have gotten the message.''

CAPITOL DIGEST

In a double victory, the House defeated an effort to strip millions of dollars from vital workplace safety enforcement programs and turned back an attack on the Davis-Bacon Act.

Two amendments were offered during consideration of the FY 1995 Labor/HHS appropriations bill, H.R. 4606, just before Congress recessed for the July 4 holiday. One, offered by Rep. John Porter (R-Ill.), would have taken $47.5 million from the Labor Department and applied it to community health centers and rural outreach grants.

The measure, which failed on a 211-217 vote June 30, was viewed by opponents as an effort to strip workplace enforcement programs of funds rather than as a serious health care reform effort. Republicans have opposed similar legislation in the past.

The move to slash funds for DOL agencies, including OSHA, the Mine Safety and Health Administration (MSHA), the Pension and Welfare Benefits Administration (PWBA) and the Employment Standards Administration would have seriously cut the enforcement capabilities of each agency, said AFL-CIO Legislative Director Robert M. McGlotten in a letter to House members.

''Under the amendment, OSHA's ability to support vital health and safety matters affecting American workers would suffer,'' he said. ''Both OSHA and MSHA inspections and compliance programs would be hard hit. The PWBA is responsible for the enforcement of laws for over 730,000 private pension plans impacting an estimated 200 million participants.''

The other amendment would have lifted the current ban on any spending to implement the Davis-Bacon ''helper'' regulations and revised apprenticeship regulations proposed in 1990. Both the AFL-CIO and the Clinton administration opposed the amendment to lift the ban.

In earlier legislation, the House has opposed implementing these Bush-era regulations. The helper regulations would produce a serious decline in the wage protections of the Davis-Bacon Act, protections that help ensure that federally funded projects are produced by a skilled, well-trained work force.

The apprenticeship regulations would reduce the quality of apprenticeship protections and would take away from state governments much of the regulatory authority they have exercised since the National Apprenticeship Act was adopted in 1937.

The amendment was defeated by a voice vote. Meanwhile, the Clinton administration indicated it is exploring ways to find a permanent solution to helper and apprenticeship problems.

Elsewhere on Capitol Hill:

HIGH TECH JOBS — An AFL-CIO-backed bill designed to increase worker and union involvement in new workplace technology and high-tech job skills, was approved as amendment to the reauthorization of the Elementary and Secondary Education Act, S. 1513.

The bill, reported by the Senate Labor and Human Resources Committee, will allow the Labor Department to provide grants to unions, educational institutions and other organizations to develop a wide range of programs and practices designed to improve technological skills of the work force and improve workplace technology.

If passed, the measure ''would assist workers to become full partners in the planning and implementation of workplace technologies and advanced workplace practices,'' said Sen. Harris Wofford (D-Pa.), the sponsor.

ENERGY JOBS — The Senate defeated an attempt to terminate the Integral Fast Reactor (IFR) program, which would have cost hundreds of current jobs held by members of the Oil, Chemical and Atomic Workers and stymied the growth of new high-technology jobs in the future. By a 52-46 vote June 30, the Senate tabled the termination amendment to the FY 1995 Energy and Water Appropriations bill (H.R. 4506).

The IFR program is an advanced technology program aimed at developing energy resources and is endorsed by the AFL-CIO, National Academy of Sciences and many academic and technical groups. The House voted to terminate the IFR program earlier this year and the issue will be resolved in conference.

COURTS

Multinational tax upheld

Labor applauded U.S. Supreme Court rulings in two cases that upheld California's system for taxing the profits of multinational corporations.

Most multinationals now assign profits to the nation with the lowest tax rate, thus escaping higher federal and state taxes in the United States. But California uses a formula based on the percentage of the company's property, payroll and sales in the state to calculate profits and income in the state and assess the tax.

"It's a good ruling because corporations are able to play a lot of games with their books to allow them to shift profits to areas with lower taxes," said AFL-CIO economist Robert Lucore. "With that formula, you eliminate a lot of bureaucracy and get rid of a lot of the game playing."

The June 20 ruling will allow California to collect $600 million in taxes on multinationals this year and to keep another $1.4 billion that multinationals sued to recover from previous years.

The court ruled in Barclays Bank PLC vs. Franchise Tax Board and Colgate-Palmolive vs. Franchise Tax Board that Congress had legalized the California taxing system when it rejected federal efforts to kill it.

Court backs workers' rights

The U.S. Supreme Court unanimously ruled that state officials violate a union worker's civil rights by refusing to enforce the state labor code on his or her behalf.

Since 1975, California labor commissioners have had a policy of rejecting state labor code claims from workers covered by collective bargaining agreements, even if the issue was not covered by the union contract. That policy is repeated in many other states.

The high court ruled that workers do not give up their rights to state labor standards when they sign a collective bargaining agreement. Union workers also can sue the state if it fails to enforce the standards for union members, the court ruled.

One of the attorneys in the case, Richard G. McCracken, said the practical impact of the decision is that it increases protections for union members, who no longer lose their state labor rights when they sign a union contract.

It also aids in organizing, since California employers had been using the loss of state minimum labor standard protections as an argument against employees voting for a union, McCracken said.

The case, Livadas vs. Aubry, began in 1990 when Karen Livadas, a member of Food and Commercial Workers Local 373, sought a penalty from a Safeway store in Vallejo, Calif., which had fired her and not immediately given her wages as required by state law.

Livadas filed a claim with the state labor department seeking penalties for late payment from Safeway, but state officials turned her down, saying state law bars them from handling claims from union workers whose contracts authorize arbitration of disputes.

Whistleblowers allowed to sue

Airline and rail employees who are wrongfully fired for reporting safety violations can sue in state court instead of submitting to arbitration, the U.S. Supreme Court said.

Ruling unanimously in Hawaiian Airlines vs. Norris, the court said the Railway Labor Act does not require such wrongful-discharge claims to be handled through arbitration, which offers a more limited remedy than a damages lawsuit.

The ruling allows Grant T. Norris to sue over his 1987 firing as a Hawaiian Airlines mechanic. He refused his supervisor's direction to certify that a plane was airworthy after he found a scarred tire assembly part. He informed the Federal Aviation Administration the plane was unfit and the company was fined $360,000.

Norris was fired for insubordination, although the company later offered to reinstate him without back pay. Norris refused and filed suit in state court. The company claimed arbitration was required under the union contract, but the court disagreed and said union contracts cannot eliminate protections given workers under state law.



Tom Johnson/UMWA

Seated on the ground in non-violent postures, thousands of demonstrators protested the lockout of 760 members of the Paperworkers/Allied Industrial Workers by A.E. Staley in Decatur, Ill., as a cordon of state and local police look on. Moments later, the police fired pepper gas at the demonstrators, slightly injuring about 30, including some children. The rally and march June 25 came one year after the company locked out the workers in a contract dispute.

Court throws out huge UMWA fine

By James B. Parks

The Mine Workers hailed a unanimous U.S. Supreme Court decision reversing a Virginia judge's imposition of a $52 million fine against the union.

"This is a tremendous victory for working Americans and their unions and the collective bargaining process," UMWA President Richard L. Trumka said. "We are gratified that the entire court saw fit to uphold the integrity of the collective bargaining process."

Trumka vowed the UMWA would continue to fight for workplace rights and to change U.S. labor laws that "stack the deck against workers and set the stage for the kinds of protracted conflicts our union had with Pittston in 1989 and with the major coal operators last year."

Trumka said a defeat would not have destroyed the union. "This is not the first time the enemies of workers have gleefully anticipated the death of the UMW," he said. "As always, they were premature.

"There's no doubt that this could have been a serious blow, but we've been around for 105 years and we intend on being around for another 105. This union is not about how much money it has in the treasury, but about securing fair treatment and justice for our members," Trumka said.

The civil contempt fines were levied during the UMWA's 1989 strike against Pittston subsidiaries Clinchfield Coal Co. and Sea "B" Mining Co., in which workers engaged in civil resistance tactics such as sitting in the road to inhibit truck traffic from the mines.

At the coal company's request, a Virginia circuit court issued an injunction against the union and imposed fines for alleged union-inspired violence, as well as a schedule of fines for future violations. By the time the strike ended, the fines totaled $64 million.

After the parties settled the dispute, the trial judge vacated $12 million that would have gone to the coal companies, but he refused to vacate the remaining $52 million. A state appeals court set aside the fines because of the settlement, but the state supreme court reinstated the penalty in November 1992.

> *"We are gratified that the entire court saw fit to uphold the integrity of the collective bargaining process."*
>
> **— UMWA President Richard Trumka**

"We were forced to strike when the company unilaterally cut off health care benefits to our retirees and widows," Trumka said. "This is America, and to attempt to destroy an institution like the UMWA, which hundreds of thousands of people depend on, simply because we stood up for our retirees and widows is un-American."

AFL-CIO General Counsel Laurence Gold argued the case in the Supreme Court, noting that the fines actually were criminal sanctions. The union, therefore, should have been afforded more procedural protections, including a jury trial, Gold said.

The high court agreed. Justice Harry A. Blackmun, writing for the court, said that by levying the fines for union violations of a court order, the state judge "effectively policed (the union's) compliance with an entire code of conduct that the court itself had imposed.

"Under such circumstances, disinterested fact-finding and even-handed adjudication were essential," Blackmun said,"and (the union was) entitled to a criminal jury trial."

The union's appeal of the case, UMW vs. Bagwell, gave the nation's highest court an opportunity to clarify the difference between civil and criminal contempt, long a murky area of the law.

Generally, civil contempt citations are considered coercive — aimed at forcing someone to do something or refrain from doing something. Criminal contempt citations are considered punishment for prohibited conduct.

Coordinated talks pay off in raises for GE workers

Coordinated bargaining paid off for some 51,000 members of 15 unions in a new contract with General Electric Co. that could raise wages as much as 13 percent over the three-year term.

The GE Coordinated Bargaining Committee ''worked together as one union with one unifying goal,'' said William H. Bywater, president of the Electronic Workers, the lead union in the negotiations. ''Without that unity, we would not have come out with the solid agreement that we have.''

The ''only live issue'' in the final hours of negotiations was a company demand to kill the 10 percent bonus it pays night shift workers, said IUE spokesman Nick Delle Donne.

The contract retains that bonus for current workers, gives new hires a 60-cents-per-hour bonus for their first five years on the job, then gives them the 10 percent.

Workers will receive an 8.5 percent pay raise over the life of the pact, plus semi-annual cost-of-living increases equal to increases in the consumer price index, which could bring increases to the 13 percent level. The unions want GE's pact to be a model for talks with Westinghouse and Martin Marietta.

The old GE contract expired June 26, the day the new pact was initialed. The Martin Marietta contract expires Aug. 12 and the Westinghouse pact ends Aug. 28.

IUE's 30,000 GE workers ratified the pact July 6 by 3 to 1. The other 14 unions represent another 21,000 GE workers.

Other contract provisions include:

- Workers at the R-18 (machinist) level and above will receive an extra 1 cent per hour for every 15 cents per hour they now earn above a minimum rate of $14.75 hourly, effective immediately.
- A special early retirement ''window'' this November will let all workers aged 55 with 25 years of service retire with full pensions and benefits. ''We anticipate people will take advantage of that, allowing laid-off workers to get their jobs back,'' Delle Donne said.

— Press Associates

UAW solidarity strong in Caterpillar strike

Worker solidarity remained strong as the UAW's strike against Caterpillar entered its third week with no sign of progress at the bargaining table.

Despite company efforts to break the strike, ''an absolutely overwhelming majority'' of the workers support it, said union spokesman Roger Kerson.

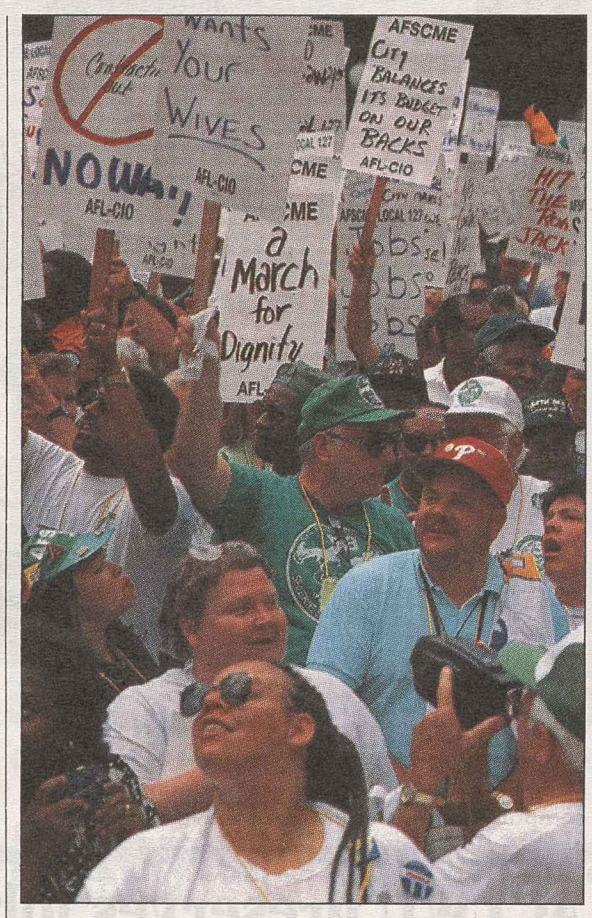
Caterpillar is engaged in a nasty onslaught against its workers, Kerson said, including sending letters that falsely imply the union would not pay strikers' health insurance premiums. The UAW strike fund pays each striking worker $100 a week plus health insurance premiums.

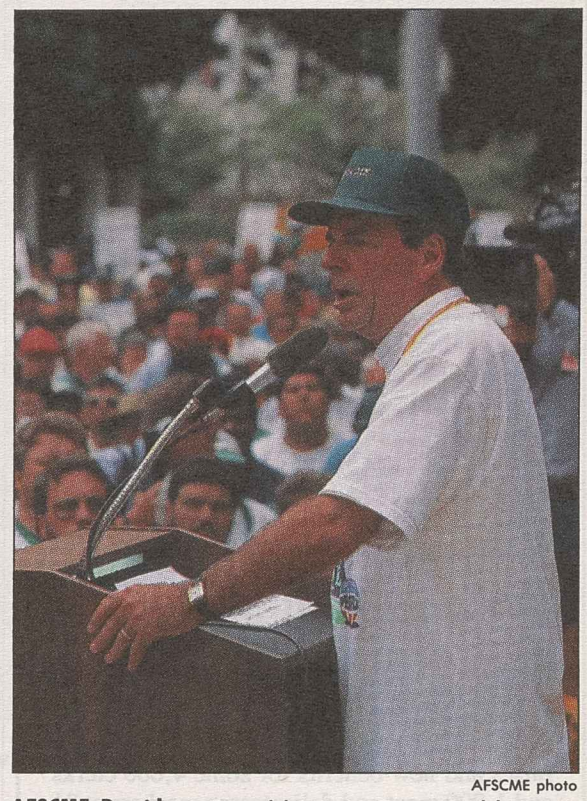
The company also is running 'comical'' ads begging the workers to return to work while bragging that all orders are being filled. ''If they were doing so well,'' Kerson asked, ''why do they want them back?'' The whole campaign is nothing more than ''psychological warfare'' on the company's part and is doomed to fail, he said.

The strike apparently is having an impact on Caterpillar just when the declining Japanese yen gave it a huge advantage over foreign competitors. The company stock price declined by more than four points on the first day of the strike and production has lagged greatly.

''They say they're meeting production'' with management staff and new full time workers, Kerson said. ''They're blowing smoke, but not out of the smokestacks.''

The walkout by 14,000 workers in three states was the tenth unfair labor practice strike at Caterpillar in the last nine months, the union said. The National Labor Relations Board has issued 92 unfair labor practice complaints against the company in this ongoing dispute.





AFSCME photo

AFSCME President Gerald W. McEntee addresses some 4,000 delegates who had marched to City Hall to protest Mayor Susan Golding's plans to eliminate the city's civil service.

AFSCME stokes health care fire

By Sharolyn A. Rosier
San Diego

Some 4,000 delegates to the AFSCME biennial convention resolved to intensify the union's efforts on behalf of comprehensive health care reform — with universal coverage and no tax on benefits.

''We've negotiated these benefits and we've paid for them by taking zero wage increases,'' AFSCME President Gerald W. McEntee told the convention. ''We paid at the office and we're not going to pay any more for any health care plan.''

Delegates used a phone bank set up by the union to place more than 2,000 calls to members of Congress and voice their support of health care reform with universal coverage. They also made plans to take the message back home for union member visits with senators and representatives during the July 4 recess.

McEntee also urged the convention to turn up the political heat on government officials who undercut working people and public consumers with service cuts and privatization schemes. To underscore that point, the delegates marched on San Diego Mayor Susan Golding's office to protest her proposal to eliminate the city's civil service.

Vice President Gore praised AFSCME's political and legislative action, saying labor's efforts are crucial for health care reform. ''The poor have health insurance,'' he said. ''The rich have health insurance. The group that's hurting is the middle class.''

Gore said Republican gridlock-masters need to talk to the millions of working Americans who are afraid to change jobs because they might lose their health insurance.

''This gamesmanship must end,'' he said. ''We cannot compromise on universal coverage — every American deserves coverage. The very people trying to stop health care coverage already have health insurance.''

Labor Secretary Robert B. Reich told the delegates that the Clinton administration not only will push through legislation to reform the nation's occupational safety and health laws, but that those laws will be vigorously enforced.

Reich noted that he personally delivered a recent $7.5 million citation against an Oklahoma company for failing to enforce safety and health standards. The company filed a lawsuit, but the Labor Department immediately gained an injunction.

''Since that citation, three workers have lost their arms,'' he said. ''Every employer must be held accountable. The Labor Department was once the anti-labor department, but now it's the Labor Department again, working to give workers what they deserve — health insurance, OSHA reform and workplace fairness.''

In marching on Mayor Golding's office, the delegates joined some 2,200 San Diego public employees, represented by AFSCME Local 127, who are urging the mayor to return to the bargaining table.

The trade unionists chanted, ''No Contract, No Peace'' and ''We want the Mayor'' as workers and managers looked down from office windows.

''The politicians and bureaucrats of this city had the gall to escalate their fight with Local 127 during the week of our national convention,'' said McEntee. ''We have marched to City Hall to let Mayor Golding and City Manager Jack McGrory know that they have made a terrible mistake. We don't take kindly to a city that takes our dollars and then has the nerve to turn around and stab us in the back.''

Just hours before the rally, the union also filed a lawsuit in California Superior Court, charging the city with bargaining in bad faith, seeking to abolish civil service protections for blue-collar workers and intimidating workers to prevent them from participating in constitutionally protected job actions.

The city last month imposed terms that were worse than its so-called ''last and final offer,'' which had been rejected overwhelmingly by the union.

AFSCME also ran a full-page advertisement in the San Diego Union-Tribune to inform the public of the mayor's tactics. ''Here in San Diego, we're 2,200 strong, employed in the city's skilled trades and maintenance and labor units,'' the ad stated. ''All we ask is a voice in what we do, and dignity and respect on the job. To improve city services, for a better San Diego.''

In other business, AFSCME Secretary-Treasurer William Lucy reported on the recent historic multi-racial vote in South Africa, where he led a delegation of U.S. labor observers. The change wrought by the people of South Africa is ''inspiring news for those of us who still believe that principles do matter,'' he said.

Texas Gov. Ann Richards (D) also pointed to South African leader Nelson Mandela, who she said proved that ''persistence and perseverance can pay off. What truly matters is freedom. But if you want to keep it you've got to fight for it.''

Other speakers included Gen. Colin Powell, former chairman of the Joint Chiefs of Staff; Arturo Rodriguez, president of the Farm Workers; Gloria Johnson of the Electronic Workers, the president of the Coalition of Labor Union Women; Joseph Francis, executive secretary-treasurer of the San Diego AFL-CIO; John F. Henning, executive secretary-treasurer of the California AFL-CIO; Kathleen Brown, California state treasurer and Democratic candidate for governor; Tony Miller, California acting secretary of state; Monica Wolf-Mathies, president of the Public Services International and president of the German Public and Transport Workers; and Nell Carter, Tony-award winning actress.

BARGAINING

3rd time charm at Goodyear

After two previous attempts, the Rubber Workers ratified a three-year master agreement with Goodyear Tire and Rubber Co.

The Goodyear agreement, approved June 23, covers some 12,000 workers at nine plants in seven states. Members had rejected previous tentative agreements on May 4 and 25.

The contract continues annual cost-of-living adjustments of 0.26 percent, provides a lump sum signing bonus and establishes a profit-sharing plan, according to the union. It also increases pension benefits from $30 per month per year of service to $37.

This is the second contract the URW has signed with the "Big Three" tire makers. Talks resumed June 29 with Japanese-owned Bridgestone/Firestone.

UFCW gains at Giant Eagle

By a nearly three-to-one vote, the Food and Commercial Workers approved parallel agreements with Giant Eagle supermarkets in the Pittsburgh area that provide job security, pay raises and new benefits for some 4,000 clerks and 1,000 meat and delicatessen workers at 31 stores.

Under the agreement, workers hired prior to March 22, 1981, will get a $1,000 cash bonus in each of the first two years and a wage adjustment of 30 cents an hour in the remaining years. All other employees will receive 30-cent-an-hour raises each year.

The company also agreed to establish a 401(k) plan and to increase the medical benefit for long-term illness from $100,000 to $250,000.

As part of the five-year agreement, the chain will open two additional stores under union contract. In recent years, the company has been closing its corporately owned stores in favor of independently operated franchised stores, not all of which are unionized, said UFCW spokesman Glenn Plummer.

CWA, hospitals agree

The Communications Workers ratified new agreements with Mercy Hospital in Buffalo, N.Y., that raise wages by 11 percent for 1,600 registered nurses, service, technical and clerical employees.

Under the three-year agreement, the workers received a 4 percent raise on June 12 and raises of 3 percent in 1995 and 2 percent in both 1996 and 1997. Registered nurses had earned an average of $17.60 per hour and the rate for the service/technical unit ranged from $6.59 an hour to $15.44, said Barbara Bauch, president of CWA Local 1133.

The contract also provides new health care options, reduces the early retirement penalty and expands from one to eight the number of holidays for which workers will be paid time and a half.

The union and the company also will select an outside consultant to study several workload, staffing and scheduling issues, and will jointly determine ways to implement the recommendations.

Merck pact raises wages

A new master agreement between Merck and Co. and three unions raises wages for skilled workers by 3 percent in each of the next three years and increases the pension formula.

The agreement covers 1,700 workers at plants in four states. The master agreement was negotiated by the Interunion Council, which consists of the Chemical Workers, the Clothing and Textile Workers and the Oil, Chemical and Atomic Workers. Separate local agreements were negotiated covering work rules and other plant-specific issues.

Under the agreement, which was ratified April 4, the basic wage for skilled workers increased 3 percent, retroactive to April 1, with annual hikes of 3 percent in the next two years. In lieu of raises, unskilled workers will receive annual lump sum payments of $750 each year.



Bill Burke/Page One Photography

Workers from Grosvenor Health Center, members of Service Employees Local 1199E, march outside Global Health Management offices in Bethesda, Md., to protest concession demands by the company, which recently took over Grosvenor. Global wants to cut working hours, increase health care deductions and cut holidays and sick leave — all of which would cost each employee from $1,200 to $3,120 per year. The workers earn an average of $15,000 a year.

ACTWU preserves jobs in new Xerox pact

The Clothing and Textile Workers ratified a new seven-year contract that "protects jobs while recognizing the realities of the new global marketplace," said ACTWU President Jack Sheinkman.

The contract covers almost 4,000 workers at the Xerox plant in Webster, N.Y., and protects their jobs until the year 2001 through a cost-of-living agreement, which will index their wages to increases in inflation each quarter.

The agreement also provides additional service credit — as much as three years — for those currently on layoff. The extra credit will be used for pay purposes upon recall. There is a provision for voluntary reduction in the work force, a new benefits package and liberalized vacations.

The union agreed to lower starting salaries for new hires and, in return, Xerox agreed to significantly cut managerial costs to keep the plant competitive. One-quarter of the Webster plant managers will be laid off and management salaries will be frozen.

ACTWU agreed to renegotiate the pact after company officials told the union last December the Webster plant was not cost-competitive with Xerox plants overseas.

During bargaining, ACTWU found that approximately 70 percent of the high costs at Webster were due to poor management, with 30 percent due to labor costs, said Gary Bonadonna, director of the ACTWU joint board.

"We said we will do our part" to cut costs "but they have to do their part," he said.

Terms of the new contract include:

- New hires in better-paying jobs enter at 50 percent of present base pay, and work their way up, by 10 percent yearly, to parity after five years.
- Wages will include quarterly cost-of-living increases, tracking the consumer price index, for all seven years.
- New entry-level jobs will be created in lower-skill occupations, with base pay ranging from $8 to $10 per hour.
- Pay is guaranteed for current Xerox workers for the entire life of the contract, even if the plant closes.

— Press Associates

CONVENTION CALENDAR

This is a list of conventions and conferences scheduled for 1994 by the AFL-CIO and international affiliates, state central bodies and fraternal organizations. Changes and additions will be reported.

DATE	ORGANIZATION	PLACE
July 15-20	AFT	Anaheim
July 17-22	Professional & Technical	San Jose
July 18-22	Stove & Furnace Workers	New Orleans
July 18-22	Railroad Signalmen	Las Vegas
July 20-26	Bakery, Confectionery & Tobacco	Las Vegas
July 24-29	California	Sacramento
July 26-31	School Administrators	St. Thomas
July 28-30	Virginia	Williamsburg
Aug. 1-5	Plasterers	Las Vegas
Aug. 14-19	Postal Workers	Detroit
Aug. 15-19	Government Employees	Chicago
Aug. 22-26	Fire Fighters	Detroit
Aug. 22-26	Oil, Chemical & Atomic	San Francisco
Aug. 22-26	Sheet Metal Workers	Pittsburgh
Aug. 22-26	Painters	Washington
Aug. 29-Sept. 2	Steelworkers	Las Vegas
Sept. 12-14	Illinois	Chicago
Sept. 21-23	Connecticut	Hartford
Sept. 22-23	North Carolina	Raleigh
Sept. 26-28	Minnesota	Duluth
Oct. 10-13	Wisconsin	Milwaukee
Oct. 30 - Nov. 4	Chemical Workers	Las Vegas
	AFL-CIO Meetings	
July 14-21	Community Services Conference	San Francisco
July 31-Aug.7	LCLAA Membership Meeting	San Jose
Aug. 8	AFL-CIO COPE Meeting	Chicago
Aug. 9-10	AFL-CIO Executive Council	Chicago

UNION NEWS

ILGWU keeps union label

Public pressure by the Ladies' Garment Workers saved the jobs of 800 workers at the Alfred Angelo bridal dress factory in Willow Grove, Pa., and opened the way for unionization at the firm's cutting plant in Boca Raton, Fla.

The company originally decided not to renew union contracts at Willow Grove after the pacts expired on May 31. It would then close Willow Grove and shift the jobs to Boca Raton, Latin America and China.

But an information campaign by Willow Grove workers — including evidence that the firm's Latin American plants are literal sweatshops — convinced the firm to negotiate a new contract. It was signed May 17.

Under the new contract, Willow Grove's work force will decline only gradually through retirement and attrition. Production levels will remain the same through 1995. And Alfred Angelo agreed to not block the ILGWU from organizing at its new cutting and distribution plant in Boca Raton.

''This shows what solidarity can really do,'' said Joseph Fisher, ILGWU vice president and eastern region director. He said he hopes the Willow Grove campaign's success will inspire ''other workers facing similar threats'' to themselves, their families and their living standards.

S. Dakota raises per capita

Delegates to the South Dakota AFL-CIO convention increased the per capita tax by a nickel and called for the election of Jim Beddow as governor and the re-election of the state's at-large House member, Rep. Tim Johnson.

The per capita increase is effective next Jan. 1 and raises the total to 85 cents per member per month.

The convention, meeting in Deadwood, S.D., also elected two new vice presidents — Cathy Dupree of the Steelworkers and Rick Davids of the United Transporation Union. Paul Aylward of AFSCME was moved up to first vice president.

Others re-elected vice president were John Hansen, Charles Good, Dennis Nielsen, Gary Job, Curt Soehl and Dave Clauson. Jack E. Dudley, president of the state AFL-CIO since 1976, is in the middle of a four-year term.

Other speakers included Sen. Tom Daschle and a bevy of neighboring state AFL-CIO presidents — Bernie Brommer of Minnesota, David Kemnitz of North Dakota, Jim Wengert of Iowa, Jack Reihl of Wisconsin and Gordon McDonald of Nebraska. Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, also spoke, as did Bill Engberg of the state Labor Department and Dennis Wiese, president of the state Farmers Union.

Nevada allies endorsed

A record number of Nevada AFL-CIO convention delegates said thank you for strong COPE voting records by Democratic Sen. Richard H. Bryan and Rep. Jim Bilbray by endorsing both for re-election.

Bryan takes a COPE voting record above 80 percent into his campaign for a second term and Bilbray had a perfect labor record in 1993.

The 288 delegates meeting in Las Vegas also spoke out strongly for enactment of pending job safety reform legislation, as well as health care reform and S. 55, the Workplace Fairness bill.

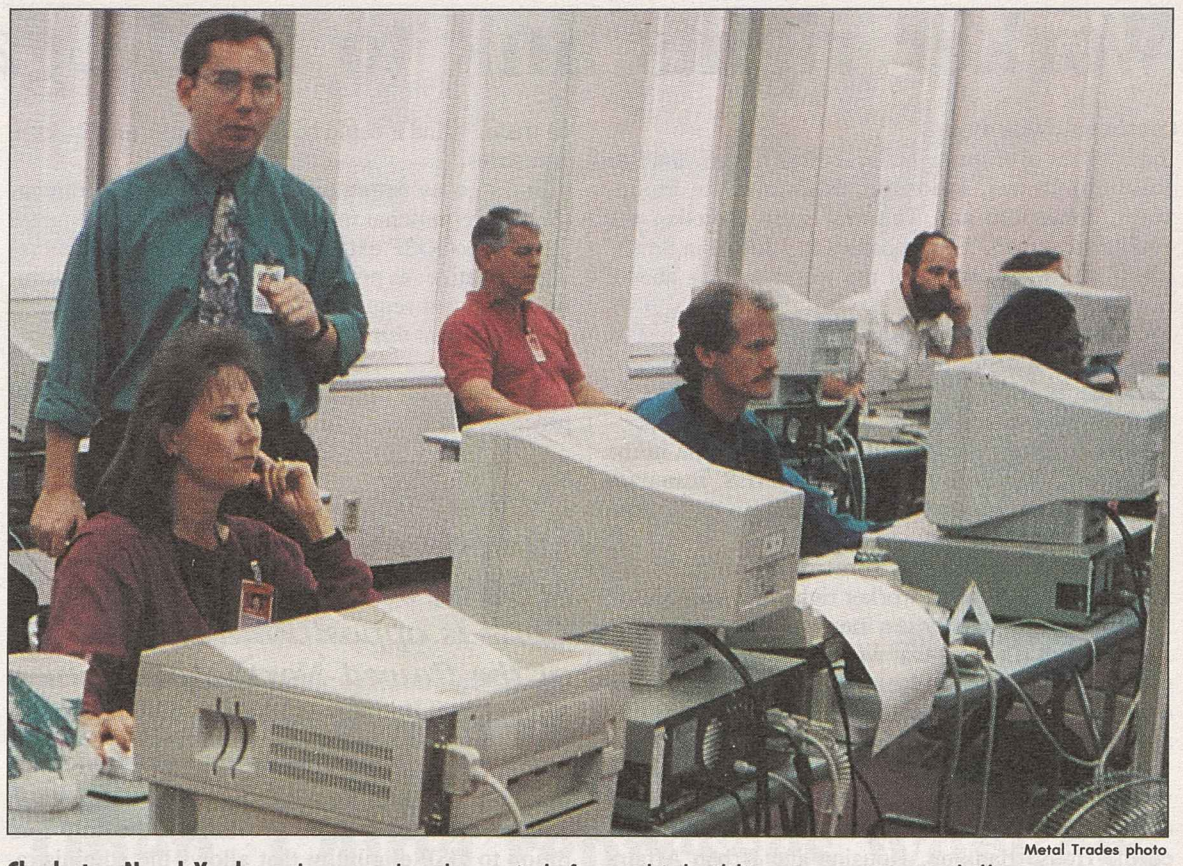
In addition to Bryan and Bilbray, the convention endorsed Bob Miller in the Democratic primary for governor, a race Miller subsequently won with 79 percent of the vote against Las Vegas Mayor Jan Jones.

The convention elected one new vice president, Mike Aupperle of the Machinists, and re-elected four incumbent vice presidents. The top officer, Executive Secretary-Treasurer Claude ''Blackie'' Evans, is serving the second year of a three-year term.

Michigan endorses Wolpe

The Michigan AFL-CIO general board voted to endorse Howard Wolpe in the Democratic gubernatorial primary Aug. 2. Wolpe easily gained the necessary two-thirds majority needed to win endorsement, receiving 85 percent of the votes cast.

Michigan AFL-CIO President Frank Garrison, at a press conference following the vote, said Wolpe was the ''most electable'' of the Democratic challengers to Republican Gov. John Engler.



Metal Trades photo

Charleston Naval Yard workers make the switch from shipbuilding to computer skills.

Shipyard workers focus on future

Medical, computer training offered at Charleston facility

Charleston, S.C.

If the promised workplace of the future finds its way here, at least 2,000 union men and women will be ready.

These workers now build and repair ships for the U.S. Navy. They're a veteran, skilled crew, averaging about 43 years of age with occupations as engineers and iron workers, painters and machinists, welders and electricians.

But now they are facing the proposed June 1995 shutdown of the Charleston Naval Shipyard, possibly ending 200 years of maritime tradition.

That prospect has the shipyard workers holding on to the tools of their current trade and, at the same time, reaching out for new skills in fields ranging from medical training and computer specialties to truck driving and college degrees.

Workers are hopeful a shipbuilder will buy the facility so they use their years of skill training, but they are keeping other options open with training available through federal programs.

Workers in shipbuilding trades once had the ''high-wage, high-skill'' jobs the nation values. But that time has gone the way of the shipbuilding industry in America.

Today, Charleston's work force is preparing for an uncertain future. It is a future that could revive workers' craft skills if a new, private shipbuilder takes over the Charleston yard.

But only one of the three bidders for the facility is a shipbuilder. Thus, the workers are being trained in case one of the other bidders is successful, forcing them to scrap years of experience and acquire the skills to fit the new jobs.

The hope for such high-skill jobs rests on the efforts of the Charleston Federal Employees Metal Trades Council, which has been in the forefront of developing training opportunities and alternatives for the shipyard's remaining work force, working in cooperation with Navy management.

Metal Trades Council President Ed Huett credits the success so far to union representatives on several of the joint committees formed when the shutdown was seen as inevitable. Those committee members persistently demanded — and won — attention to the retraining needs of the shipyard work force.

Committee member Martin Crandall is credited with recommending that the shipyard reach down into its shutdown budget to make training widely available through the ''After Hours'' program. That program previously was reserved for management personnel who were seeking college degrees.

Crandall and Huett also worked closely with the AFL-CIO's Human Resources Development Institute.

The council was awarded a $15 million grant under the Job Training Partnership Act, and also sought additional funds from Labor and Defense Departments programs intended to ease the transition for defense workers.

Huett said the second phase of skill assessment will begin for those who have signed up for the JTPA retraining. Some 2,000 workers were expected to submit applications for assessment; several hundred more already have applied.

Some workers will pursue college degrees; others are opting for vocational training in different fields.

Yet, while they are preparing for the worst — the shipyard's shutdown — the remaining skilled craft workers continue to hold out hope that they will be building ships again.

A delegation of union members accompanied council officers to Columbia, S.C., where Gov. Carroll A. Campbell (R) signed a measure establishing a committee of Charleston business and community leaders to review proposals from three enterprises bidding to take over the Charleston property once the Navy leaves.

John Meese, president of the AFL-CIO Metal Trades Department, said the MTD and its 23 affiliated unions have been pressing Navy officials to approve takeover of the yard by a shipbuilding employer.

Meese said at least one of the proposals for re-use of the shipyard ''will continue the tradition of the shipyard in the private sector.'' That ''means jobs for our members, very little loss in the economy of Charleston and South Carolina, maintenance of a prime source for the Navy and the Defense Departments in the event the need arises. . . and a shot in the arm for an industry that has been nearly forgotten in the United States,'' he said.

At its peak, the Charleston shipyard accounted for more than $194 million in annual payroll to the region, with the Defense Department accounting for 26 percent of jobs in the area as of 1990. But workers have been caught in the Defense Department downsizing and, over the past five years, some 16,000 area jobs were lost. At the shipyard, more than 5,000 have been permanently laid off since 1989, with just 2,000 remaining.

Huett and other council members realized the need to take action. ''We decided early on if we didn't focus on job growth in the state, no one would. There was no commitment to job growth from politicians or business people.'' South Carolina's working people must be committed to the statewide growth of quality jobs, he said, adding: ''Six dollars an hour is deplorable and demeaning, and we can do better than that.''

— Greg Kenefick

Worker rights link to trade gains supporters

Continued from Page 1

the case for worker rights at the ILO, U.S. ambassadors to Brunei, Indonesia, Malaysia, the Philippines, Singapore and Thailand were traveling the country seeking U.S. companies to relocate in Southeast Asia, where some of the worst worker abuses occur.

The AFL-CIO is pursuing cases against Indonesia and Malaysia under the U.S. Generalized System of Preferences (GSP), which requires labor rights protections among conditions for lower tariff rates.

Both countries deny freedom of association in the so-called ''free-trade zones,'' where U.S. manufacturers produce goods for import back to the United States.

The U.S. Chamber of Commerce has sought to derail the linkage between worker rights and trade, rallying Republicans to oppose a measure by Rep. Richard A. Gephardt (D-Mo.) that would condition fast-track negotiating authority in future trade agreements to the consideration of worker rights and environmental standards.

Despite employer opposition, new legislation that would condition some $400 million in international development funds on labor-protection standards passed the House Banking, Housing and Urban Affairs Committee June 29. Kirkland and Reich had testified in favor of that bill, the International Development Act of 1994.

Congress currently is considering implementing legislation for the General Agreement on Tariffs and Trade (GATT), which would sanction the WTO. The AFL-CIO is seeking provisions for worker rights in that bill, as well as language that would lessen the negative impact on jobs.

''As written, GATT offers little for workers,'' said Mark Anderson, director of the federation's task force on trade. ''And it could be devastating to jobs in some industries.''

In testimony before the Senate Finance subcommittee on international trade, Anderson urged Congress not to attach GSP extension to the GATT implementing legislation, as proposed by the Clinton administration, ''since it requires a careful review and revision by amendment that is precluded by the fast-track process.''

Anderson also called for improving the GSP review procedures and clarifying the ''internationally recognized worker rights'' standard in the GSP. He pointed out that the worker rights provision is the only condition to GSP eligibility that allows the administration discretion to determine whether a country has been ''taking steps'' to address worker abuses.

Implicit in labor's call for bilateral trade negotiations between the United States and Chile is opposition to extension of the flawed North American Free Trade Agreement.

''This has allowed countries who abuse worker rights to continue receiving millions of dollars in GSP benefits without fulfilling the requirements of the statute,'' he said.

Anderson last month met with Chilean President Eduardo Frei, who was in Washington to discuss trade negotiations with the United States. The AFL-CIO and CUT, the Chilean trade union federation, have called for a bilateral trade agreement between the two nations that includes provisions on worker rights.

Implicit in labor's call for bilateral trade negotiations between the United States and Chile is opposition to extension of the flawed North American Free Trade Agreement, which protects financial investors in Mexico while leaving workers on both sides of the border vulnerable to exploitation and job loss.

The U.S. National Administrative Office set up under NAFTA to address complaints of labor law violations has received more than 300 ''communications'' raising concerns or requesting information about the trade agreement, said Jack F. Otero, undersecretary of labor for international affairs.

Thus far, however, only two petitions have been accepted for review by the NAO — complaints by the Teamsters and the unaffiliated United Electrical Workers of worker rights abuses at the Mexican subsidiaries of Honeywell Inc. and General Electric Co.

Meanwhile, the Labor Department's Office of Trade Adjustment Assistance has received petitions for TAA from workers in 162 companies in 35 states. The agency has allowed assistance to 4,601 workers as of June 27.

''Last year, NAFTA proponents said that increased U.S. trade with Mexico would increase U.S. jobs and improve economic conditions in Mexico. Neither of these predictions has come true,'' said AFL-CIO Legislative Director Robert M. McGlotten in a letter to members of Congress.

Anderson pointed out that Mexico's economy actually shrank by 5 percent last year, and that a U.S. trade surplus with Mexico of $1.7 billion last year was only $7 million in April this year.

''It is clear that given the shrinking trade surplus with Mexico, NAFTA will not produce the 170,000 U.S. jobs the administration claimed would be created by 1995,'' Anderson said.

ILO seeks to protect part-time workers, mine workers

By James B. Parks

The International Labor Organization overcame strong employer opposition to adopt a new convention designed to give part-time workers the same protections as full-time workers.

The organization, which celebrated its 75th anniversary at its 1994 conference in Geneva, also began the two-year process to produce a convention on mine safety and agreed to establish a working group to study the impact of liberalized world trade on worker rights. **(See story, Page 1).**

''There should be no doubt that the ILO's mandate — the pursuit of social justice — is as critical to the peace and prosperity of the world today as it was 75 years ago,'' said Charles D. Gray, the 1994 conference president in an address.

Gray, director of the AFL-CIO International Affairs Department, also served as U.S. worker delegate to the conference. He is the first U.S. worker delegate to be elected conference president.

The new convention on part-time work calls on governments and employers to give part-time workers the same rights as the full-time labor force — the rights to safe working conditions, to organize, to bargain collectively and to be protected from discrimination in employment.

Part-time workers also should get many of the same benefits as other workers, including maternity protection, paid annual leave, sick leave and paid public holidays, the ILO said.

After long discussion in committee, all sides agreed to exclude from the convention part-time workers whose hours of work or earnings fall below certain thresholds — which vary from country to country.

Worker representatives, including Service Employees Vice President Rosemary Trump and Diane Kimberle of the Food and Commercial Workers, insisted on a clause requesting governments to set the thresholds low enough so not to exclude an unduly large percentage of part-time workers.

The convention ''erases the notion that part-time workers can be exploited and the idea that they can be used to reduce costs by reducing the standard of living for workers,'' Trump said. ''Hopefully our country can adopt that convention,'' she said.

Kimberle, research director for UFCW Local 324 in Buena Park, Calif., said workers such as the food processors in her local have seen their rights eroded under the guise of ''flexibility'' in a new global market.

The ILO is developing a convention on mine safety because many workers, governments and employers recognize that miners do not have basic health and safety protections, said Joseph A. Main, the worker representative on the drafting committee.



AAFLI photo

AFL-CIO President Lane Kirkland confers with European Representative Jerry Zellhoefer during the ILO conference in Geneva. At left is Kenneth Hutchinson, director of the AFL-CIO Asian American Free Labor Institute. At right are Steelworkers Vice President Leon Lynch and Ed Hickey, a longtime member of the U.S. worker delegation.

The convention is designed to set minimum standards for miners. ''Thousands of miners each year die needlessly'' and this convention should help stop those deaths, said Main, who is administrator for health and safety for the Mine Workers.

The UMWA, through the miners' international trade secretariat, has been deeply involved in promoting the new convention, Main said. The workers group also was instrumental in gaining a workers rights clause in the proposed convention, he said.

The conference also passed a resolution calling for revised standards to govern private employment agencies. The current 1949 convention covering such agencies is inadequate, said worker representative Leon Lynch, vice president of the Steelworkers.

Lynch noted that in the global economy, private employment agencies have become one of the fastest-growing vehicles employers use to reduce costs and provide additional personnel. For example, Manpower, a temporary personnel agency, is the largest U.S. employer with more than 600,000 employees.

''Workers around the world told us that many of these private employment agencies are abusive,'' Lynch said. ''They promise one thing and deliver another. Many provide little or no benefits. They recruit workers in one country and send them to another where there are different labor laws.''

The worker and government representatives were able to overcome employer resistance to pass a resolution that the ILO consider revising its convention on fee-charging employment agencies, calling for regulation and enforceable standards, Lynch said.

The proposed revisions of the convention would establish general principles of cooperation and provide guidance that will protect labor markets from so-called ''cowboys'' in the employment agency field, especially those who exploit workers recruited in one country to work in another.

ILO conventions do not carry the weight of law unless they are ratified by individual countries, although the recommendations that accompany the conventions often are used as guidelines in the development of labor law. The United States has adopted only 11 of the 175 ILO conventions, most recently in 1991 with Convention 105 on forced labor.

The conference also criticized India for failing to eradicate forced labor despite having signed the ILO convention in 1954. Bonded laborers in India must be identified, liberated and rehabilitated, the ILO said. Such workers often work for many years in conditions of virtual slavery to repay debts.

The ILO also signed a memorandum of understanding with Pakistan for a program to end child labor.

WORLD

Cuban ends hunger strike

After an outpouring of international support, Cuban labor leader Rafael Gutierrez ended a nine-day hunger strike.

Gutierrez began the hunger strike June 22 to protest the lack of legal recognition for the Trade Union of Cuban Workers (USTC) and the Cuban government's denial of a visa for Gutierrez to attend a human rights meeting of the International Confederation of Free Trade Unions (ICFTU).

AFL-CIO President Lane Kirkland had urged Cuban President Fidel Castro ''to take the steps necessary to protect the life and human rights'' of Gutierrez, who is USTC's general secretary.

ICFTU President Enzo Friso protested the denial of a visa, telling Castro international labor would ''hold him responsible for Gutierrez's well-being.''

The U.S. State Department issued a statement calling on the Cuban government to allow Gutierrez to travel and ''to permit free trade unions to register legally and operate freely.''

Gutierrez, who founded the USTC in April 1992, was imprisoned for seven months for publicly urging Cuban workers to boycott controlled elections last year.

German union backs UAW

The leader of the union representing German autoworkers has demanded that BMW allow its American workers to be unionized.

Klaus Zwickel, president of the 3 million-member German Metalworkers' union, told a South Carolina audience June 22 that he is hopeful workers in the BMW plant in Greer, S.C., will join the UAW.

''BMW workers in South Carolina will do better in terms of wages and working conditions with a union,'' said Zwickel, whose union has representatives on the BMW supervisory board.

BMW, a multinational automaker that is unionized in Germany, South Africa, Austria and Great Britain, announced plans to open a non-union South Carolina plant.

BMW built the Greer plant without union labor despite numerous protests by the AFL-CIO Building and Construction Trades Department.

Histadrut elects Ramon

The convention of the Israeli labor federation Histadrut July 5 produced new governing bodies, the council and executive committee, which in turn elected Haim Ramon to be the secretary general.

Ramon's election was supported by more than 80 percent of the delegates after Ramon's faction, ''New Life,'' and the Labor Party signed guidelines for a coalition agreement.

The agreement addressed a wide variety of subjects, including health, pensions, public administration, trade unions, taxation policy, education, ''Hapoel'' sports association, labor councils, the General Judicial Authority, property, pensioners, equality, the Arab sector, the youth movement and the peace process.

Union activist killed

The International Confederation of Free Trade Unions has called for a full investigation after the tortured body of German Alfredo de Leon Parajon, a member of the Workers' Union of Quetzaltenango (UTQ) in Guatemala, was discovered June 2.

Alfredo was abducted May 31 by three heavily armed men, one of whom was reported to have been wearing a security police uniform. A death squad, calling itself ''Jaguar Justiciero'' apparently had been threatening Alfredo and several other union activists.

The AFL-CIO is seeking the suspension of Guatemala's trade benefits under the Generalized System of Preferences because of its worker rights abuses.

Korean workers strike

South Korea's transit system ground to a halt as subway workers in Seoul and Pusan walked out in solidarity with a strike by national railroad engineers.

The railroad workers rejected a government proposal for a meager 3 percent raise and walked out June 24, following a pre-dawn arrest of more than 600 train engineers who had organized the walkout.

The walkout has idled 80 percent of commuter and freight trains, stranding hundreds of thousands of people and cargoes of fuel, food and export goods.



Kenneth P. Hutchinson/AAFLI

Chinese labor activist Han Donfang describes China's worker abuses in address to the International Labor Organization conference in Geneva. Han was expelled from China for his labor activities. At left are Lee Cheuk Yan, secretary of the Hong Kong Council of Trade Unions and Garlane G. Howell, deputy director of the AFL-CIO's Asian-American Free Labor Institute.

'Open' China represses workers

ICFTU report refutes arguments of MFN supporters

By Michael Byrne

The opening of China's economy to the West has not led to democratization, nor has it improved the living and working conditions of the Chinese people.

That conclusion in a new report by the International Confederation of Free Trade Unions refutes arguments by U.S. investors who in May convinced the Clinton administration to seek extension of most-favored-nation trading status to China.

In fact, China has resisted opening its society even as it has opened its doors to foreign investment. ''Exploitation has intensified as has repression against attempts by workers to form their free trade unions,'' the ICFTU report stated.

The AFL-CIO is seeking an outright revocation of China's MFN. A modified version of targeted MFN sanctions has been proposed by Rep. Nancy Pelosi (D-Calif.) and House Majority Leader Richard A. Gephardt (D-Mo.) and Senate Majority Leader George Mitchell (D-Maine).

The House Ways and Means Committee June 29 voted down the proposal to revoke MFN, but still sent it to the House floor. Only six of the 37 committee members present voted to revoke China's MFN, but some complained they were not allowed to vote on the Pelosi-Gephardt compromise proposal.

If the MFN revocation is defeated, the Pelosi-Gephardt measure could be revived in the Rules Committee and brought directly to the floor for a vote.

In seeking MFN extension for China, President Clinton essentially abandoned the link between trade and human rights that he espoused in his executive order the year before. Chinese dissidents said they felt betrayed.

''Thousands of democracy activists, and millions of Chinese people, now face the prospect of a dramatic new wave of oppression,'' said Zhao Hanching, president of the National Council on Chinese Affairs.

Zhao was among those who had urged Clinton to target MFN revocation to state-run enterprises, including production by the Chinese Liberation Army. Others signing the petition the day before Clinton announced his decision included two recipients of the George Meany Human Rights Award, Han Dongfang and Fang Lizhu, as well as Harry Wu, a former Chinese political prisoner who has documented the Chinese system of forced labor.

Han was arrested after the Tiananmen Square massacre and brutalized for two years in prison, where he contracted tuberculosis. At least 30 independent trade unionists were killed during the attack and two-thirds of those arrested in the crackdown were workers, the ICFTU report noted.

An ICFTU complaint before the International Labor Organization's Freedom of Association Committee resulted in a strongly worded rebuke of China for expelling Han, who co-founded the Beijing Workers Autonomous Federation. The committee also criticized China's denial of freedom of association and the right to strike.

While Han continues his work in Hong Kong, where he edits a newspaper about worker activities and conditions in China, others are rising up in the workplaces, ''thus keeping the flame of trade union freedom burning,'' the ICFTU report said.

The report cites the creation two years ago of the China Free Trade Union Preparatory Committee, whose members are secretly organizing workers in various Chinese cities and in the countryside. A Communist Party document ordered officials to investigate and ''hunt down the FTUC,'' the report noted.

While Han is exiled in Hong Kong, where he edits a newspaper about worker activities and conditions in China, others are rising up in the workplaces, ''thus keeping the flame of trade union freedom burning,'' the ICFTU report said.

The most recent labor initiative came on March 9, 1994, when a group of pro-democracy activists launched the Association for the Protection of Labor Rights. But the Chinese refused to legally register the organization and arrested its founders.

As many as 800 unofficial trade unions have been set up in China's Guangdong province, according to one report. The extent of independent trade union activity is revealed in official Chinese documents, such as a China Digest report in February that said only one-fifth of the 250,000 labor dispute cases recorded since 1988 are from official labor groups.

Those official labor groups, under the aegis of the Communist Party-sanctioned All China Federation of Trade Unions (ACFTU), have organized only 20 percent of the Chinese work force, even though the government has decreed that all foreign enterprises must be unionized under the ACFTU.

The ACFTU fares better with business, the ICFTU report notes. It owns some 88,000 undertakings and enterprises throughout the country and will ''develop towards export-oriented economy,'' according to an article in the ACFTU's ''Chinese Trade Unions.''

Meanwhile, Chinese workers toil in abysmal conditions in so-called free trade zones where hundreds of thousands of foreign-invested enterprises are under way. The government, hungry for capital and impervious to the plight of the nation's workers, has turned its back on these conditions.

Responding to two recent industrial accidents that killed 62 workers in Guangdong province, a Labor Ministry official told the Hong Kong South China Morning Post that ''we cannot block (foreign investment) just for safety's sake.''

ECONOMY

CEOs make millions as workers left behind

By Candice Johnson

The pay gap between workers and top corporate executives continued to grow last year, as the average CEO earned an average of $3.8 million in compensation — about 149 times the average factory worker's pay of $25,317.

In its annual survey of executive pay levels, Business Week magazine noted that compensation rates for top executives last year didn't change much from the 1992 level, but that workers' pay had lost ground.

The survey listed CEO compensation for some of the nation's largest companies, along with the stock options, bonuses, other long-term compensation and perquisites top bosses get.

Leading the list of top earners was Walt Disney Co. CEO Michael D. Eisner, who took home about $203 million last year in salary, bonuses and stock options. That works out to an hourly rate of $78,000, Business Week reported.

For more than a decade, CEO earnings have galloped ahead of corporate profits, the rise in the cost of living and workers' pay, AFL-CIO economist Frank Parente noted.

"Since 1980, executive pay has risen by 514 percent, as measured by the Business Week survey," Parente said. "Corporate profits overall rose by 166 percent, consumer prices grew by 75 percent, but factory workers' earnings rose by 68 percent, lagging behind the inflation rate," he said.

In 1980, the average CEO earned about 42 times the average pay for factory workers.

Corporate profits rose 14 percent last year, but workers, for the most part, didn't share in the gains, Parente said. Workers' average weekly earnings, when adjusted for inflation, actually fell 0.1 percent in 1993.

While CEO pay rates for 1993 didn't experience the 56 percent jump those salaries took in 1992, nor the 26 percent increase gained in 1991, top executive pay continues to grow, often in the face of poor company performance.

James A. Unruh, CEO at Unisys Corp., for example, was paid $4.6 million last year even though the company's average return on equity for shareholders was a negative 99.9 percent.

Ronald W. Allen, the top officer at Delta Airlines, earned $2.12 million last year, even though Delta's stock price dropped 20.2 percent over the past three years and the carrier recently announced plans to lay off as many as 15,000 workers.

An analysis by the Institute for Policy Studies combined the Business Week earnings survey with a report by "Forbes" magazine on companies planning layoffs of more than 10,000 workers since March 1991. It concluded that "most of these companies' leaders were loosening, rather than tightening, their own belts during this period of austerity."

Some 27 companies planned to lay off a total of 630,000 workers. Of these, the top officers' annual compensation — not including stock options — rose 30 percent last year at all but four. Those 23 CEOs made more than $1 million in salary and bonuses for 1993, with most holding another million or two in stock options, the report found.

AFL-CIO President Lane Kirkland has noted that, in many cases, CEOs slash jobs not to improve the firm's bottom line — or even to boost the value of stock holdings — but just because it's a fad, and to keep up with their peers in the country club locker room.

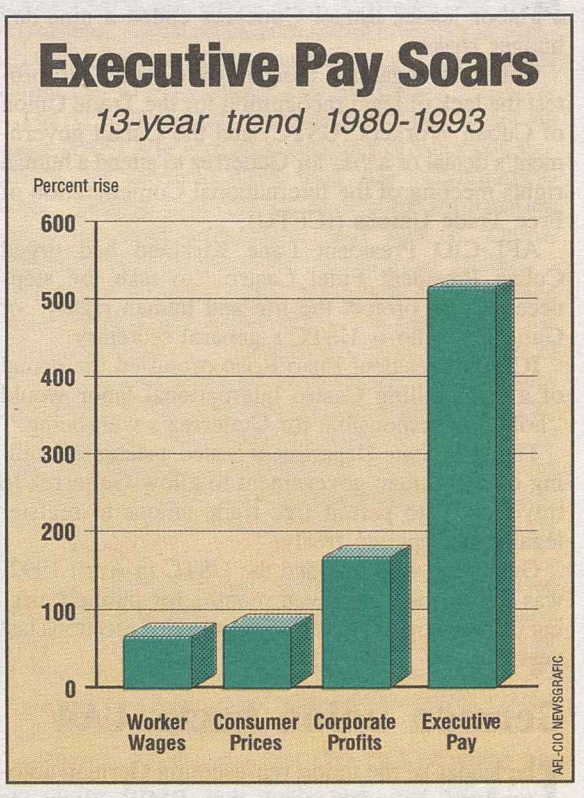
The IPS report echoed that point. "Corporate leaders not only lack incentives to prevent mass layoffs, they are often handsomely rewarded for carrying them out, whether it be for the purpose of reengineering, streamlining or responding to reduced demand," it said.

Corporations are cutting jobs to meet short-term productivity and cash-flow goals, netting their CEOs big bonuses even while workers are furloughed and shareholders sometimes see a shrinking return.

The Business Week survey noted that of the 21 CEOs whose companies laid off workers, nearly half were in the bottom 30 percent in terms of earnings.

"It has been clear for some time that executive compensation in this country is only loosely tied to individual or company performance," Parente said.

He cited the example of Northwest Airlines CEO John H. Dasburg, who was slated to receive a $750,000 bonus just after union workers agreed to nearly $1 billion in wage and benefit cuts to keep Northwest out of bankruptcy.



Parente also noted that while U.S. workers' wages often are targeted by the business community for being "too high" and limiting U.S. competitiveness, U.S. workers actually earn less than their counterparts in other industrial countries, even though the United States still leads the world in productivity measures.

But "excessively high compensation for top executives in America is a serious problem," he said, noting that U.S. CEOs earn far more than their counterparts. French CEOs earn just 67 percent of what top U.S. executives take home, with CEOs in Italy, Britain, Canada, Germany and Japan earning even less.

Many "perks" enjoyed by U.S. executives — club memberships, chauffeur service, company plane, financial counseling and others — simply aren't available to ordinary workers, Parente noted.

DATA

Gross domestic product rises

The nation's gross domestic product, the total output of goods and services, increased at an annual rate of 3.4 percent from January to March, the Commerce Department reported.

The increase of $43.9 billion, in 1987 dollars, was less than half of the jump in the last quarter of 1993, but four times the increase in the first quarter of last year.

The lower rate of increase was due to cold weather and the California earthquake in January, analysts said.

Leading indicators unchanged

The nation's index of leading economic indicators was unchanged for the second consecutive month in May, the Commerce Department reported.

The index is stuck at the March level of 101.2 percent of its 1987 base, pointing to a possible stall in the growth of the nation's economy.

The latest slowdown was the result of increased weekly claims for unemployment insurance benefits, a declining workweek for manufacturing workers, a drop in building permits and a decline in the money supply.

Construction spending up

The advent of warm weather continued to drive up spending on all types of construction for the third straight month with a rise of 0.9 percent in May, the Census Bureau reported.

The largest gain so far this year in construction outlays was in March when the index jumped 2.1 percent. After adjustment for inflation, spending was up 0.7 percent in April.

Minimum wage boost 'good for business'

The U.S. work force increasingly is split into a growing group of workers tied to the stagnant minimum wage and a shrinking group tied to the average wage, a new study reports.

The study by the Economic Policy Institute also found that when firms shift workers from the minimum-wage to the average-wage group, job stability and worker productivity increase. Thus, if the minimum wage increases, declines in the number of jobs are minimal, it adds.

That finding runs counter to standard economic theory, which holds that increasing the minimum wage produces job losses, said economist William E. Spriggs, the study's prime author.

"When you increase the minimum wage, there is lower labor turnover, the workers want to stay and they are easier to supervise," Spriggs said. "That cuts waste in inventory" and increases profits, even at the traditionally lower-wage fast-food restaurants the study probed.

The study comes at a time when U.S. firms are striving for productivity increases and demanding givebacks from workers or lowering wages, in the absence of union contracts. The study also shows that firms are not shifting workers from the minimum-wage to the average-wage group, but the other way.

In 1973-74, Spriggs said, 49 percent of newly created jobs were tied to the minimum wage. By 1989, 60 percent were tied to it. That's because Congress has approved only two minimum wage increases since 1981.

Those increases pushed the wage from $3.35 per hour in 1980 to $4.25 today, meaning minimum-wage workers lost large amounts of ground to inflation. Lack of increases in the minimum wage prompted firms to create more minimum-wage jobs, he said.

"If you pay workers less than $5.50 an hour today, you're paying them a wage that would have been illegal in 1979," adjusted for inflation, Spriggs said.

When Congress increased the minimum wage in 1990 and 1991, companies responded by raising the wages of all workers while keeping their internal wage structures, the report says.

Thus, those workers whose wages tracked the minimum wage still do, and those whose wages were closer to the average wage remained in that group. Few workers shifted from the minimum-wage to the average-wage group, Spriggs said.

But this division of the work force into minimum-wage and average-wage groups also hurts the millions of workers who have their wages tied to the minimum wage, the study noted.

"Many McDonald's wouldn't hire people at $4.25 an hour," Spriggs explained. "They pay $4.35 and $4.40, so they say 'we pay more than the minimum wage.' It's the same with retail clerks."

The workers who suffer the most from the shift towards minimum wages are "adult men without much opportunity for advancement," said economist Bruce W. Klein, who worked on the study.

Those workers are mostly high school graduates who do not go on to college. Three-fourths of U.S. high school graduates do not attend four-year colleges.

"High school educated workers are hit from two directions: Their starting wages are lower and their choice of jobs is increasingly limited to low-wage occupations," the report adds.

"If you look at people paid not by the hour, but by salary, piecework, or by daily rates, you get 40 percent of adult men paid at that rate" tied to the minimum wage, Klein said. "So if you pay them 25 cents an hour more than the minimum wage, it looks like a lot of money, in percentage terms, it's not.

While the Clinton administration's efforts to increase the earned income tax credit has helped these low-wage workers, changes in the minimum-wage policy also are needed, Klein said.

— Press Associates

NEWSMAKERS

A trio of union health and safety specialists were among 12 appointed by Labor Secretary **Robert B. Reich** to the National Advisory Committee on Occupational Safety and Health. **Peg Seminario,** director of the AFL-CIO Occupational Safety and Health Department, and **Michael J. Wright** of the Steelworkers will serve as labor representatives on the panel. **Andrea K. Taylor** of the UAW will serve as one of two health representatives. Other members of the panel include academics, state officials and corporate safety representatives. Panelists began serving their two-year terms July 1.

Los Angeles labor will celebrate its centennial Aug. 15, the date in 1894 that the area's first six AFL unions received their charters from **Samuel Gompers.** LA County AFL-CIO Executive Secretary **Jim Wood** will chair the event, sharing center stage with comedienne **Whoopi Goldberg.** The gala will feature entertainers, public officials and civic leaders.

Friday, Nov. 18, has been designated ''Dime Day,'' by the National Coalition for the Homeless in its effort to raise funds and underscore the importance of creating jobs and ending homelessness. Labor and community groups in 30 selected cities will encourage local radio stations to air a new version of the classic Depression-era song, ''Brother Can You Spare a Dime,'' featuring current stars.

AWARDS

Laborers President **Arthur Coia** received the ''Samaritan of the Year Award'' from Samaritans of Washington, D.C., a branch of the worldwide London-based charitable organization. Coia was cited for his efforts to publicize and raise funds for the organization's efforts to assist individuals in personal crises.

DEATHS

Winn Newman, former general counsel for AFSCME and ''Mr. Pay Equity'' to a generation of trade unionists, died in Washington, D.C., June 24, following a stroke. He was 70.

In a labor career that spanned 45 years, Newman worked for six unions and established himself as a pioneer in pay equity issues for women. Newman's first union job was with the ILGWU in Texas, where he and his wife worked as organizers before moving to Washington in 1951.

At the time of his death, Newman was general counsel for the Public Employees Department of the AFL-CIO and the Coalition of Labor Union Women.

In the mid-1960s, Newman was assistant executive director of the newly-formed Equal Employment Opportunity Commission. He also worked for the National Labor Relations Board and the Wage Stabilization Board.

In landmark cases, Newman helped establish precedents wiping out sex-based wage discrimination and was instrumental in securing wage settlements exceeding several hundred million dollars on behalf of female employees of the State of Washington and Westinghouse Corp.

In another case, Newman was the lead counsel in litigation knocking down the exclusion of pregnancy benefits from employee health plans. That victory led to the 1978 Pregnancy Discrimination Act.

Edward J. Carlough, president of the Sheet Metal Workers International Association for 23 years, died June 29 of cancer in New Bern, N.C. He was 62.

Carlough, who resigned the SMWIA presidency last year for health reasons, had been associated with the union for 38 years, directing its research and organizing departments prior to his election as president in 1970, when he succeeded his father, Edward F. Carlough.

Born in New York City, Carlough attended Colby College in Waterville, Maine, and graduated from American University in Washington, D.C., in 1955. Prior to going to work for SMWIA, Carlough worked for Labor's League for Political Education in the old AFL, and later on the COPE staff.

Carlough cut new ground in construction bargaining, establishing several joint programs for pension administration and apprenticeship training, as well as health and employment programs for the Sheet Metal Workers. He was active in fund raising for the Diabetes Research Institute, the March of Dimes, Special Olympics, International Guiding Eyes and the American Labor Museum.

Survivors include his wife, June Carlough, of Rockville, Md.; daughters Layne Carlough-McCarthy of Huntington, N.Y., Tracey Abrams of Sharon, Mass., and Gail Carlough-Lego or Rockville, Md.; a son, Christopher Carlough of Laurel, Md.; his mother, Florence Carlough of Alexandria, Va.; a brother, Walter Carlough, also of Alexandria; and six grandchildren.

Archer Cole, director of organizing at the Electronic Workers and assistant to IUE President William H. Bywater, died of cancer June 19 in Summit, N.J. He was 77.

Born in New York City, Cole was a Phi Beta Kappa graduate of City College of New York. His union career stretched back to 1937 when be became an IUE shop steward. He had also served as an international representative and president of IUE District 3.

In 1977, Cole was appointed to the New Jersey Economic Recovery Commission and served as chair of the state's Employment Security Council. In 1984, Cole was appointed to the New Jersey Commission on Unemployment to revise the state's unemployment insurance program. He also taught and lectured in labor studies.

For the past 10 years, he served as president of the Industrial Union Council of New Jersey.

Max Webster, former secretary-treasurer of the Aluminum Workers, died June 29 of complications from emphysema in St. Peters, Mo. He was 60.

Webster was secretary-treasurer of the union for 13 years until his retirement in 1988. The Aluminum Workers merged in the early 1980s with two unions — United Brick and Clay and the Glass and Ceramic Workers — to form the ABGWIU.

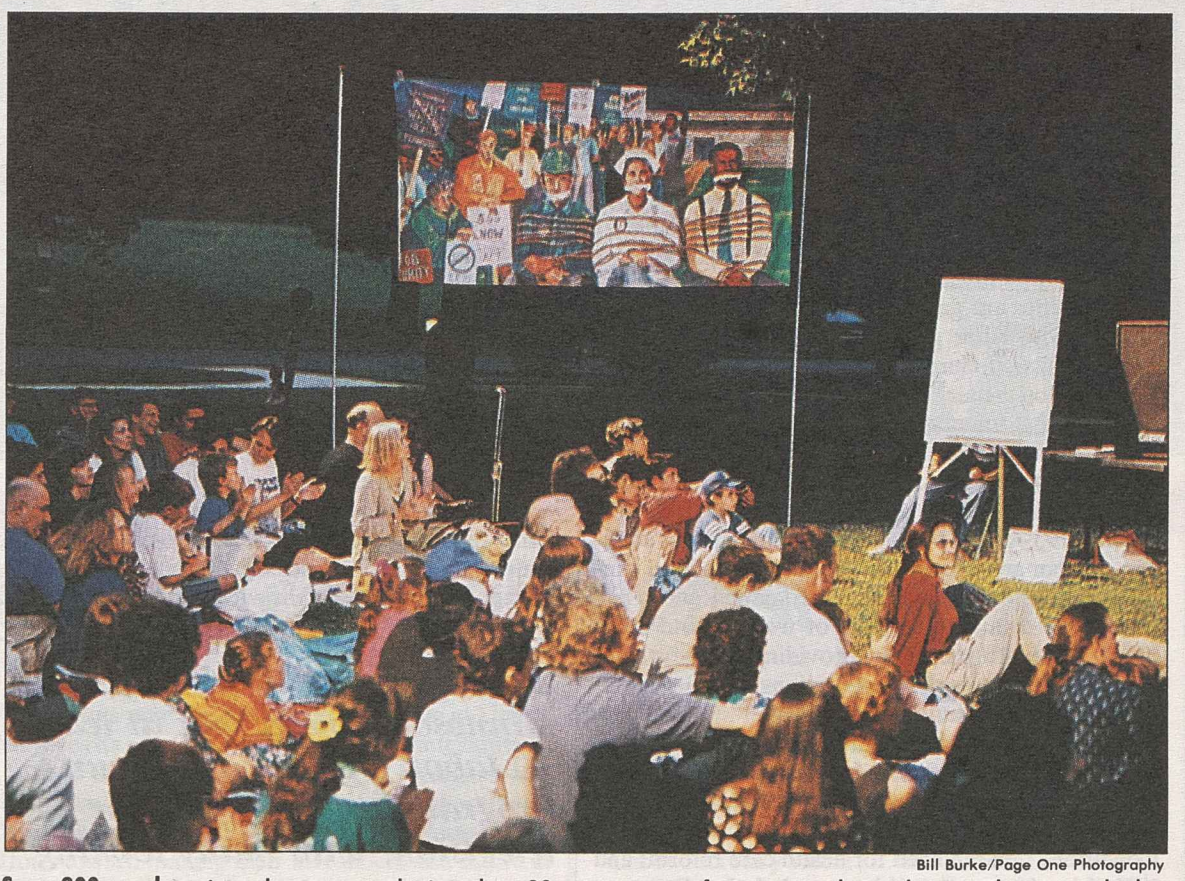
Webster was a vice president of the AFL-CIO Union Label and Service Trades Department, served as an appointed trustee to the National Industrial Group Pension Plan and was an officer of the ABG&C Coordinating Committee.

He is survived by his wife, Nell; two daughters and five grandchildren.

K.T. Stevens, executive board member and former president of AFTRA's Los Angeles local union, died June 13 of lung cancer.

For 15 years, Stevens served on the AFTRA executive board, speaking out on behalf of the merger between AFTRA and the Screen Actors Guild. Stevens was also credited as a forceful advocate for actors rights and expanding job opportunities for the profession.

The daughter of early movie director Sam Wood, Stevens's acting career began in the 1940s on radio soaps and on stage. She was best known to television viewers as Vanessa on the ''Young and the Restless.'' She also performed in dozens of early television roles ranging from comedy to drama.



Bill Burke/Page One Photography

Some 200 people enjoyed a concert during the 1994 Great Labor Arts Exchange at the George Meany Center for Labor Studies, overlooked by an image of repressed workers. The mural, by Kathleen Farrell, now hangs in the lobby of the AFL-CIO headquarters in Washington, D.C.

RESOURCES

CONFERENCE

The **AFL-CIO Community Services Conference** will be held July 17-21 at the Hyatt Regency in San Francisco. For information contact Milly McGuckin at 202/637-5190.

VIDEO

We Do The Work, produced by the California Working Group, has completed a 10-part series on labor issues and labor history that will air on PBS stations across the country between now and Labor Day. Check your local television listings for the date and time.

PUBLICATIONS

Turning the Tide: Strategic Planning for Labor Unions, by David Weil and edited by John T. Dunlop, offers a highly disciplined approach to evaluating the environments in which a union operates. Copies are $45 each. Discounts of 10 percent are available. To order, call 800/257-5755. For multiple copies, call Andrew Lefkowitz, 212/702-4771.

How to Maximize Your Unemployment Benefits outlines financial strategies to use when unemployed. Copies are $8.95 plus $3 postage and handling. AFL-CIO affiliates receive a 10 percent discount. To order, write Avery Publishing Group, 120 Old Broadway, Garden City Park, N.Y. 11040.

Contract Bargaining Handbook for Local Union Leaders, published by the Bureau of National Affairs, offers step-by-step guidance on how to prepare for and conduct collective bargaining in multiple settings, from organizational activities to applicable laws and strikes. Copies are $35 each. To order, call 800/253-0332.

Labor Relations, World War II, Before, During and After, by Jack Rugh, a retired member of Service Employees Local 1000, is a narrative of the labor movement's history in southern California. Copies are $25. To order, write Jack Leighton Rugh, 5555 N. Charlotte Ave., San Gabriel, Calif. 91776.

New York project agreement puts 400 to work on bridge

The state of New York has entered into a comprehensive labor agreement with several unions to start work on renovations on the Tappan Zee Bridge.

The $130 million project will take four years and will employ some 400 union workers starting late this year. Labor costs are expected to be $44 million, with agreed-upon work rule and productivity changes saving $6 million, said state Thruway Authority Chairman Peter Tufo.

Gov. Mario Cuomo said the agreement ''will provide a highly skilled workforce for greater productivity, quality of working conditions and . . . timeliness'' in finishing the project.

The labor groups involved include the New York State Building Trades Council, AFL-CIO Building and Construction Trades Department, Teamsters, Electronic Workers, Ironworkers, Carpenters, Bricklayers, Electrical Workers, Laborers, Operating Engineers, Painters, Plumbers and Pipefitters and several district councils.

FOCUS

TV window opened to get labor's message out

By Candice Johnson

Working families in a growing number of communities are gaining new access to news about unions, with labor groups using public access and cable television channels to spread the good word.

These "on the air" productions are supplementing programs that sometimes can be seen on public television stations and are part of an effort by the labor movement to broaden the view of American workers and workplace issues seen on public television.

The 1993 AFL-CIO convention noted that a coalition of labor and citizen groups was successful in winning a provision in the 1991 Telecommunications Act calling for a fairer depiction of workers and labor issues. Such programming, providing objective coverage and a fair portrayal of unions, should be expanded, the convention said.

The AFL-CIO Labor Institute of Public Affairs has produced many programs for public broadcast, including "Labor of Freedom," on the role of trade unions throughout the world; "Health Care: Critical Condition," on the need for health care reform; and "Working in America," last year's Labor Day production that won an Emmy Award.

For viewing this Labor Day weekend, LIPA is offering two half-hour programs. "Changing the Way We Work," an "America Works" special, features two workplace settings where a true labor-management partnership has improved productivity and competitiveness. The second, "Dying for a Job," is a discussion with Labor Secretary Robert B. Reich and workers who have been injured or made ill on the job.

The programs will be made available through the Central Educational Network, a regional network for PBS, and to public television stations around the country beginning later this month.

Another labor program that airs on 60 PBS stations is "We Do the Work," produced by the California Working Group. That series highlights union issues in the news, particularly issues that might not be covered by the general media. Recent segments have included the story of Teamsters "permanently replaced" during a strike at Diamond Walnut.

A study by the University of Minnesota found that at least 30 labor groups have begun programming for radio or television, with many looking at public access television as another means to get the union message to working families.

The Indiana AFL-CIO has been on the air for nearly six months with a television program on labor issues.

"Voice of the People" is broadcast on 23 public access or cable company stations across the state, reaching 80 percent of residents, or some 60,000 households. The state federation has produced 11 programs over the past 22 weeks.

Using a "60 Minutes" video news magazine format, the broadcast "covers a little bit of everything," state AFL-CIO President Charles Deppert said.

Deppert moderates the program and, along with secretary-treasurer Jerry Payne, conducts interviews, highlights bills in the state legislature and covers ongoing labor activities.

The program also includes videos from LIPA, the United Way and other sources.

Several programs have looked at health care reform, featuring panels of doctors, other providers, insurers and others discussing concerns about the current health care system with Deppert and Payne.

A study by the University of Minnesota found that at least 30 labor groups have begun programming for radio or television, with many looking at public access television as another means to get the union message to working families.

An "800" toll-free call-in line is available 24 hours a day for viewers to offer suggestions and opinions about the program.

Deppert reports that Indiana union members have been very positive about the program. At last year's convention, delegates voted to allocate two cents of the per capita payment to the program, generating about $30,000 to cover programming and production costs.

One difficulty is that because the state body produces a tape and sends it out across the state, the program airs at different times in different areas. But "for the budget we have, the program works well," Deppert said.

The state federation began working with the local cable association, which helped in contacting stations in order to broadcast the labor programming. "We hired a producer to help get the program going, but the content is all ours," Deppert said.

The state AFL-CIO has been experimenting with a different format, one that involves a bit more controversy, Deppert said.

The New York AFL-CIO produces a program for public access television, "Working People," which is a roundtable discussion hosted by state federation president Edward Cleary or secretary-treasurer Paul Cole.

The program is broadcast monthly and has been on the air for about 15 months. It can be seen on 20 cable stations throughout New York state, reaching 4.5 million homes.

The formats have varied, with some programs featuring discussions of national interest topics like economic development, the North American Free Trade Agreement, job health and safety and health care reform.

Other episodes cover such labor issues as workers' compensation, employee assistance programs, political action and public employee pensions and include discussions with union experts and special guests on those topics.

Sen. Daniel Inouye (D-Hawaii) has introduced a bill to ensure that workers' organizations and other nonprofit groups continue to have access to cable television and other communications developed along the "information superhighway."

S. 2195 would reserve 20 percent of all new telecommunications capacities as a "public right of way," for use by public broadcasting, schools, libraries and other non-profit groups. The bill would establish a fund with fees from commercial developers of the new technologies to support continued public access.

A spokesman for Boston Neighborhood Network, which carries public interest programming, said citizens and non-profit groups have a big stake in Inouye's proposal "because high fees could prohibit them from using the power of this new technology to serve the public. Without it, public interest communications could be excluded from the information superhighway."

On the radio dial, workers can tune in a number of programs that offer labor's side of the story, on subjects ranging from economic policy to trade to education.

Nationally, Jim Hightower's commentaries offer a short bite on the news, with Hightower regularly taking on unfair business tactics, health care reform and topics of interest to workers. Hightower also can be heard in a three-hour weekend program broadcast on ABC radio.

Locally, labor groups are using the talk-show format to get out their message. In Buffalo, workers can listen to "Prospering in America," with hosts Tom Hopkins and Jim Fagan. The program, partly supported by the state AFL-CIO and other unions, includes a mix of topics: the need for changes in federal labor law, for example, as well as segments on local events.

A growing number of labor groups are finding that radio is a very cost-effective way to spread the union message.

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Rubber Workers strike three foreign-owned tire makers over concession demands. **See story, Page 6.**

AFL-CIO NEWS

VOLUME 39, NUMBER 16 JULY 25, 1994

Employees take United controls in historic pact

By Candice Johnson

Sporting ''proud owner'' buttons, workers at United Airlines operations coast to coast are celebrating a vote by UAL stockholders that gave them a 55 percent stake in the carrier.

United shareholders on July 12 voted overwhelmingly to accept a $5 billion employee buyout package in exchange for company stock and representatives on the board of directors for the carrier's 54,000 union and non-union workers. Some 70 percent of common stock shares had been voted in support of the buyout proposal.

Machinists President George Kourpias said the vote ''ushers in a new era of self-determination at United that gives its employees a real voice in their future.''

''They'll no longer be coerced with threats of subcontracting out their work by a hostile management. They now have real job security and can channel their efforts toward making their investment and future at United grow and prosper,'' he said.

The agreement was brokered by the IAM and the Air Line Pilots, which put together a package of wage and benefit cutbacks over six years, along with cash and new stock, in exchange for majority ownership.

Besides seats on the board of directors, the workers gain a role in the start-up of a shorter-haul carrier, the United Shuttle, and the right to name the chief executive. The workers chose Gerald Greenwald, a former Chrysler Corp. executive, to replace Stephen M. Wolf.

Labor Secretary Robert B. Reich called the United buyout ''a landmark agreement'' that reaffirms ''what many of our best firms already understand: the surest route to profits and productivity is to treat workers as assets to be developed rather than costs to be cut.''

Continued on Page 6



Bill Burke/Page One Photography

Demonstrators sent a message to Pizza Hut and other employers fighting health care reform to preserve the competitive advantage in their no-benefits jobs. Meanwhile, the AFL-CIO joined the American Medical Association and the American Association of Retired Persons in calling for universal coverage, employer mandates and cost containment. **See story, Page 3.**

Majority not enough to pass S. 55 in Senate

Workplace fairness issue won't go away, labor vows

By James B. Parks

Labor's long journey to pass the Workplace Fairness bill came up with 53 votes in two tries on July 12 and July 13. But a majority 53 is not good enough in the Senate, where it takes 60 votes to shut off debate and allow a vote on the bill.

So a Senate filibuster has for the second time thwarted S. 55, which would ban the use of ''permanent replacements'' for strikers. A filibuster similarly blocked action in 1992 — also after the House had passed the bill. But labor vowed that the issue would not go away.

AFL-CIO President Lane Kirkland said the nation loses something ''close to the core of what identifies the American system'' if the Senate refuses to stop employers from abrogating the fundamental right of freedom of association.

Kirkland said the GOP filibuster, fueled by an intensive lobby by business groups, adds ''another notch on the hired guns of the special interests who benefit from a denial of worker rights.''

''Working people know their rights were abridged,'' Kirkland said. ''And they know that, consequently, America is headed in the wrong direction, toward expansion of the nation's second-tier, low-paid underclass.''

Sen. Howard Metzenbaum (D-Ohio), the lead sponsor of S. 55, said he might consider attaching the bill to a broad-based measure that has Republican support. Labor Secretary Robert B. Reich said the Clinton administration would support such an effort.

In remarks to the AFT convention in Anaheim, Calif., Vice President Gore said the vote was ''just a temporary setback. We're going to find a way to solve this problem.''

In his floor remarks, Metzenbaum pointed out that striker replacement has cost the jobs of tens of thousands of workers over the past few years at companies like Eastern Air Lines, International Paper, Greyhound, Phelps Dodge and others. Hundreds of thousands more have refrained from striking because of the threat of ''permanent replacement.''

''We no longer have collective bargaining,'' said AFL-CIO Legislative Director Robert M. McGlotten. ''What we have is a situation where employers really have taken the law and turned it around to their own advantage.''

Elmer Chatak, president of the AFL-CIO Industrial

Continued on Page 4

ILGWU preserves jobs at Leslie Fay

By Sharolyn A. Rosier

The Ladies' Garment Workers won a stunning victory as a six-week strike, a national AFL-CIO boycott and federal mediation led to a new three-year contract with Leslie Fay, a dressmaker that sought to dump its U.S. work force to move operations overseas.

The contract, ratified July 13 after an intensive series of negotiations mediated by former Labor Secretary W.J. Usery, guarantees some 600 jobs at the main plant in Wilkes-Barre, Pa., through July 1995. The company will provide some $2.3 million in severance incentives as it pares the work force from 1,000.

Workers will get a 10 percent wage increase over the life of the contract and will participate in a joint committee to study how to make the company competitive in the global marketplace. Leslie Fay also agreed to enforce fair labor standards at its overseas facilities.

''This is not only a fair agreement but it is a trailblazing agreement,'' said ILGWU President Jay Mazur. ''It points the way to joint labor-management efforts to preserve American manufacturing jobs even as American companies participate in the global economy.''

A joint statement declared the need to ''forge a new and different relationship in order to achieve both the union's objective of increased employment opportunity and security and the company's need for continued competitiveness and financial stability.''

Leslie Fay announced at the outset of negotiations in March that it intended to shut down all of its domestic production facilities and move to overseas sweatshops, sparking a series of demonstrations, congressional hearings, a boycott and the strike.

Usery will serve as the facilitator on the new joint labor-management committee that will be able to retain an independent consultant to help study how the company can profitably produce dresses domestically and compete successfully in the global marketplace.

The committee will consist of two union representatives, two management representatives and the facilitator. The committee is charged with examining expanded use of technologies and production techniques, development of employee skills and other means to improve operations.

Continued on Page 2

S.F. newspaper bargaining boosted by NLRB

By James B. Parks

Facing a possible federal unfair labor practices complaint, the two San Francisco daily newspapers agreed to begin negotiations Aug. 29 with the unions representing some 2,600 employees.

The bargaining date was set four days after the National Labor Relations Board notified both parties July 8 it was prepared to issue a complaint against the San Francisco Chronicle and Examiner for refusing to bargain jointly with all the unions.

The unions made the charge of bad-faith bargaining after the companies, under separate ownership but consolidated through a joint operating agreement, tried to back out of a 1993 commitment to negotiate economic issues jointly with the locals seeking new contracts.

Instead, management tried to force each local to bargain separately on money issues — despite the 25-year tradition. Bargaining was suspended pending the outcome of the ruling.

''This victory before the labor board won't get us a contract but it will get us back to the table,'' said Doug Cuthbertson, chairman of the Conference of Newspaper Unions, which represents the unions at the papers. ''What the employers do with this opportunity will tell us quickly just how serious they are about negotiating a contract.''

The NLRB said it would allow a few days of settlement talks before issuing a formal complaint. Union leaders said they were open to discussions, but would not back down.

The AFL-CIO through its Strategic Approaches Committee is providing staff and technical assistance to the CNU.

The NLRB decision was a major defeat for the companies, which had relied on a union-busting scheme that included the hiring of the infamous anti-union law firm of King and Ballow and the firing of a top union activist.

''This victory before the labor board won't get us a contract but it will get us back to the table. What the employers do with this opportunity will tell us quickly just how serious they are about negotiating a contract.''

— Doug Cuthbertson
Conference of Newspaper Unions

The firing of Doraine Vaught on trumped-up charges was a transparent attempt to intimidate union members, especially those who sell advertising for both papers at the jointly-owned Newspaper Agency, Cuthbertson said.

Vaught's angry co-workers launched a drive to get her job back. ''Justice for Doraine'' labels were displayed throughout the agency and a petition drive was begun to have her reinstated. The union also has filed a charge with the NLRB over the firing.

Vaught, vice chair of the Newspaper Guild's agency unit, was one of the highest producers on the national advertising sales staff. She is a 23-year ad salesperson, having worked 10 years with the Wall Street Journal and 13 years at the Newspaper Agency.

The company fired Vaught after a series of incidents that began when she was blamed for giving Guild leaders a memo, apparently left in a duplicating machine, that detailed secret plans for eliminating the jobs of some union members.

She and another employee were suspended for drinking a beer during lunch outside the building, under an obscure and unenforced company rule. They were followed to the restaurant by a company agent.

She also was suspended for failing to include a fraction of an hour of sick leave on a time card for a morning she reported late after a doctor's appointment.

Her firing came after the company accused her of falsifying a 1992 mileage claim — an official claimed she should have taken an alternative route that was 40 miles shorter — and submitting a false claim for a restaurant bill, with the company assuming without investigation that one of two different-colored stubs from the same restaurant was falsified.

Meanwhile, the CNU escalated its campaign for community and labor support to counter the union-busting activities by the company.

Letters have been sent to about 600 newspaper advertisers apprising them of the dispute. One Service Employees local ordered 8,000 subscription cancellation cards. Workers also held a major rally July 20 to push for a new contract.

Community groups have rallied to the CNU cause. After newspaper workers participated in a June 19 Lesbian/Gay Freedom Day parade, the leader of the Lesbian/Gay Labor Alliance pledged full support for the unions' corporate campaign.

The unions involved in the negotiations include various locals of the Communications Workers, Teamsters, Newspaper Guild and Graphic Communications Union.

ILGWU-Leslie Fay cooperation is hallmark of new contract

Continued from Page 1

The committee's recommendations, due by Feb. 5, 1995, will be binding if unanimous. If the committee is unable to reach a consensus, the facilitator's recommendations then would be binding.

In agreeing to adopt an industry code of conduct, Leslie Fay will prescribe fair labor standards for its overseas contractors and enforce these standards.

Other provisions of the agreement follow the pattern in the rest of the dress industry in the Northeast, including the 10 percent wage increase over the three years.

Leslie Fay also will increase by 1.5 percent its health care contribution from the present 7.5 percent of total payroll on July 1, 1994, another 1.5 percent on July 1, 1995, and another 0.5 percent on July 1, 1996. The company also will pay the $23-a-month copayment now paid by every employee for individual health coverage.

The agreement regains the concessions that were in an agreement reached last year in an effort to protect all 1,000 jobs. Those concessions included an increased workweek of 40 hours from 35 hours and a decrease in the company's contribution to the health and welfare fund.

Last year's agreement was ruled invalid by the U.S. bankruptcy court because it was reached after Leslie Fay filed for Chapter 11 bankruptcy protection. The new agreement was approved by the bankruptcy court on July 14. The parties agreed to drop all pending legal actions and charges.

Apparel jobs endangered further by trade pact

The Ladies' Garment Workers' innovative agreement with Leslie Fay opens a new chapter in labor's efforts to stem the tide of apparel and textile jobs going offshore. But those workers and their unions face further difficulties if Congress approves the new world trade pact.

Textile and apparel makers would suffer cuts in markets and jobs of up to 15 percent under the World Trade Organization treaty, an independent study by the U.S. International Trade Commission reports.

Congress is considering legislation to implement the Uruguay Round of the General Agreement on Tariffs and Trade, which would create the WTO next year. The AFL-CIO is seeking language in that bill to protect worker rights as well as jobs in apparel and other sensitive industries.

The United States has lost hundreds of thousands of textile and apparel jobs over the past several decades because of clothing imported from Third World countries, where indentured servants work in sweatshops to produce the goods. Many U.S. employers have abandoned their work forces to set up shop under these conditions.

With the Leslie Fay agreement, the ILGWU and the company will jointly explore how U.S. apparel makers can stay competitive in the global marketplace. The company, meanwhile, agreed to implement fair labor standards in all its overseas operations.

But the concessions on textiles and apparel agreed to by U.S. negotiators during the Uruguay Round would severely test the ability of those U.S. companies and their work forces to compete globally.

The ITC study indicates the overall impact of the WTO treaty probably would be ''small'' — growth of 1 percent to 5 percent — for most sectors of the economy. Textiles and apparel would be the dramatic exception to that rule.

The report forecasts large increases in apparel imports and a 5 percent to 15 percent drop in employment in that industry. Textile production and employment also would decline, but at a smaller rate, the ITC said.

But the needle trades unions believe that estimate understates the potential impact of the treaty, citing the elimination of textile quotas, continuing tariff reductions and the treaty's lack of enforcement against ''textiles fraud'' — transshipment of goods to evade U.S. quotas.

— Michael Byrne

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AFL-CIO President Lane Kirkland fields a reporter's question at a joint news conference with officials from the AMA and the AARP. At left is AARP executive director Horace Deets.

AFL-CIO may oppose health bill

Kirkland joins AARP, AMA to press for real reform

By Muriel H. Cooper

The AFL-CIO will oppose any health care legislation that does not meet the federation's principles of universal coverage and employer contributions, AFL-CIO President Lane Kirkland said.

That promise came during a joint news conference with officials from the American Association of Retired Persons (AARP) and the American Medical Association (AMA), who asked Congress to follow their lead in finding common ground on basic principles of health care reform.

The three organizations — representing some 49 million Americans with vital stakes in the health care debate — called for a health care plan that covers everybody, has employers and individuals share the cost, assures consumer choice of health plans and effectively slows health care inflation. In addition to the news conference, ads with that message were placed in the July 21-22 editions of three major national newspapers.

''Without universal coverage and the employer mandate, any health care reform bill would betray the hopes of working American families,'' Kirkland said. ''And the AFL-CIO would oppose such legislation.''

Universal coverage and the employer mandate also were bolstered by the Health Care Reform Project, which includes the AFL-CIO and AARP, in taking to task Pizza Hut and McDonald's for contributing to national health care systems overseas while lobbying feverishly to avoid doing so in the United States.

The AFL-CIO also encouraged workers to ''place their order with Congress'' to guarantee employer mandates are in the final health care bill.

''That is the key message,'' said AFL-CIO Legislative Director Robert M. McGlotten, ''the strength of our position on the mandate is that Congress keeps coming back to it. It makes a difference when we call.''

Since the measure will be taken up first in the Senate, unionists are being asked to call 1-800-9-CARE-94 and ask to be connected to their senator's office.

With Kirkland at the joint news conference, AARP Executive Director Horace Deets said, ''we are serious about our goal as representing genuine health care reform.'' The status quo, he said, continues to threaten coverage, choice and affordability of health care for all.

''If our three organizations can agree on the fundamentals of health care reform, so can Congress,'' added AMA's Executive Vice President Dr. James S. Todd. ''We strongly believe that all three of these elements must be a part of any health care bill and that we must act now to make sure we don't lose this historic opportunity.''

The House and the Senate soon will begin debate on measures passed by committees assigned to health care. Three versions of the legislation — two from the House and Senate labor committees and another from the House Ways and Means Committee — include universal coverage with an employer mandate. The fourth, from the Senate Finance Committee, does not.

''It's time that members of Congress stop bending over backwards to appease those employers who don't now contribute to the health costs of their workers and don't want to,'' said Kirkland, referring to the package voted out of the Finance Committee.

''Those are the essential elements that the AFL-CIO has been fighting for. . . .We are prepared to redouble our efforts on behalf of legislation containing these provisions,'' he said.



''If our three organizations can agree on the fundamentals of health care reform, so can Congress.''

— AMA's James S. Todd

At another news conference, in Boston where the nation's governors were meeting, AFSCME President Gerald W. McEntee warned against the incremental health care proposal of Senate Minority Leader Robert Dole (R-Kan.), which is nothing but a ''fiscal straitjacket'' designed to shift the burden of covering the uninsured and poor from federal to state levels.

Dole and others fighting the employer mandate are protecting companies that operate with an unfair competitive advantage by not offering their workers health benefits. The HCRP study focused on two of these companies, Pizza Hut and McDonald's, which use a double standard when they operate overseas.

Pizza Hut, a subsidiary of PepsiCo, pays 50 percent of its employees' premiums in Germany and McDonald's pays for coverage for its workers in Japan and three European countries, as the laws in these countries require.

Sen. Edward M. Kennedy (D-Mass.) challenged the companies to come to Capitol Hill and explain ''why do they want to treat Japanese workers, German workers, Belgium workers, Netherlands workers better than they treat the American workers at home?''

CAPITOL DIGEST

The AFL-CIO urged a congressional conference committee to keep important defense conversion and loan guarantee provisions designed to help workers maintain or find new jobs in the FY 1995 Defense Authorization bill, H.R. 4301.

A House provision backed by the AFL-CIO would make the existing defense conversion and diversification loan guarantee programs mandatory. Under the bill, loan guarantees would be conditioned on the extent to which their use would help retain the jobs of workers who would otherwise be unemployed because of defense spending cutbacks.

''As loan guarantees, $50 million could leverage hundreds of millions of dollars in total program effort,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to conferees. ''This proposal explicitly demonstrates to workers an effort to connect defense economic conversion dollars to the economic security of defense workers.''

The federation also urged that House language calling on the Secretary of Defense to ensure that funding of Technology Reinvestment Projects (TRP) include a careful assessment of the job creation potential of proposed projects. The TRP program has been authorized for $771.6 million.

''Both businesses and labor organizations have been made eligible for DOD-administered funds to develop feasibility studies and business plans for market diversification to facilitate defense reinvestment and conversion,'' McGlotten said. ''We believe this provision will help workers whose jobs are threatened or lost to take initiatives to shape their own futures.''

Elsewhere on Capitol Hill:

EXPORTS — The AFL-CIO endorsed H.R. 3937, the Omnibus Export Act, which could boost American jobs by streamlining current export controls on military technology.

''H.R. 3937 represents a careful balancing of the needs of U.S. companies and their workers for a system which facilitates export sales, while maintaining the ability of the U.S. government to prevent the sales of potentially damaging military technology,'' McGlotten said in a letter to the House.

''Every $1 billion in exports creates or maintains 20,000 American jobs. One recent study projected that current export controls cost this country $20-40 billion per year,'' he said. ''Even $20 billion in lost sales means 400,000 high-paying jobs are lost. H.R. 3937 will prevent much of the unnecessary loss of U.S. jobs.''

PRISON LABOR — The AFL-CIO told the House Education and Labor subcommittee on labor standards that it opposes removing the few protections provided prisoners under the Fair Labor Standards Act. ''The AFL-CIO has always opposed the use and exploitation of prison labor and their use as a captive labor force unfairly competing with free labor in competitive and free markets,'' the federation said in a statement.

Segundo Mercado-Llorens, government affairs director for the Food and Commercial Workers, testified that states already violate non-competition initiatives by operating in direct competition with other industries, arguing that prison industries have a negative effect on outside jobs, depressing wages.

Mercado-Llorens also pointed out the United States is guilty of using prison labor while condemning the same practice abroad. ''Not to pay such wages subjects this nation to the charge that we sanction slave labor. . . Our nation's leaders have spoken in terms of exploitation in reference to the use of convict labor by the People's Republic of China,'' he said.

RAIL SAFETY — A labor-backed rail safety bill won unanimous approval from the House Energy and Commerce Committee July 19. The legislation, H.R. 4545, would allow labor and management to petition for changes in the Hours of Service Act which sets work and rest hour standards.

The proposal would help resolve ''fatigue and quality-of-life issues'' raised by current work schedule requirements, said James Brunkenhoefer of the United Transportation Union.

The bill has support from both political parties and from both labor and management.

— Compiled by Mike Hall

Employers get GOP minority to waylay S. 55

Continued from Page 1

Union Department, compared the use of ''permanent replacements'' with the use of the filibuster. ''Without the right to strike, democracy is diminished in the workplace. Without majority rule in Congress, democracy is diminished in the federal legislative branch,'' he said.

Corporate interests who believe the issue of workplace fairness will go away are mistaken, Chatak said. ''I've negotiated hundreds of contracts over the years and can fully appreciate the destructiveness permanently replacing workers has on the collective bargaining process. We will continue our efforts to eliminate their use.'' IUD has spearheaded the drive to pass the bill over the past four years.

Unlike in 1992, when President Bush threatened to veto the measure, President Clinton mounted a campaign to break the filibuster and to pass the bill.

The vote was 53-47 on July 12 and 53-46 on July 13, with Republican Sen. Paul Coverdell (Ga.) not voting the second time. Fifty Democrats and three Republicans — Alphonse D'Amato (N.Y.), Mark Hatfield (Ore.) and Arlen Specter (Pa.) — voted for cloture. Forty-one Republicans and six Democrats — David Boren (Okla.), Dale Bumpers and David Pryor (Ark.), Ernest Hollings (S.C.), Sam Nunn (Ga.) and Harlan Matthews (Tenn.) — voted against cloture.

Three senators who voted for cloture in 1992 switched votes — Nunn, Robert Packwood (R-Ore.) and Ted Stevens (R-Alaska). Supporters in 1992 included two administration officials, Vice President Gore and Treasury Secretary Lloyd Bentsen, as well as former Georgia Sen. Wyche Fowler, who was defeated by Coverdell.

AFL-CIO Secretary-Treasurer Thomas R. Donahue praised the efforts of Clinton administration officials, including Clinton and Gore, who did ''everything they could to try to favorably influence senators'' to save the bill.

Reich testified before Congress and wrote newspaper columns on behalf of the bill, and he and Clinton sent letters to senators urging them to vote for cloture and pass the bill.

The blame for the bill's defeat, Donahue said, rests squarely on the Republican minority. Minority Leader Robert Dole (R-Kan.) made the vote a ''party issue'' and effectively discouraged moderate Republicans from initiating talks that might have led to a compromise, he said.

UAW President Owen Bieber said the GOP minority ''has given employers aid, comfort and ammunition that will be used to drive the standard of living of hard-working Americans down a few more floors toward the basement.''

Workers who had been deeply involved in the battle to pass S. 55 expressed their determination to continue the fight. ''I owe it to myself, my family and my co-workers in Maine, and to the tens of thousands of workers across the country victimized by scabs, to continue to push for this badly needed legislation,'' said Ronald Samson, who was ''permanently replaced'' more than seven years ago by International Paper in Jay, Maine.

Workers in Arkansas pooled their resources to take out newspaper ads supporting S. 55. ''These weren't corporate throw-away dollars like the millions the business lobby spent on advertising against the fair treatment of workers,'' Chatak said.

Clinton tells Caterpillar: Cooperate with UAW

As the Senate began its debate on Workplace Fairness, President Clinton sent a strongly worded letter to Caterpillar CEO Donald Fites, urging him to abandon divisive, anti-union tactics and ''get back to the business of creating jobs and quality products.''

''I believe that the threat or implementation of replacing striking workers has a poisonous effect on relationships between workers and employers and that it does great damage to the collective bargaining process,'' Clinton wrote.

''I know that the nature of your current dispute does not raise the permanent replacement issue, but I want to challenge companies like yours that have been split by this issue in the past to move forward to new chapters of cooperation and economic revitalization, and I hope that spirit can be shown by both sides as you work through your current dispute,'' he said.

As a presidential candidate, Clinton walked the picket line with striking UAW members in April 1992, when the union was on strike over economic issues and Caterpillar had threatened to ''permanently replace'' the strikers.

The UAW is currently on strike to protest unfair labor practices committed by the company. Employers are prohibited by law from permanently replacing workers during an unfair labor practice strike, but the determination that unfair labor practices exist can take years.

Two days after Clinton sent his letter, Caterpillar issued a statement praising the Senate for derailing S. 55, the Workplace Fairness Act, indicating employer readiness to use the strong-arm tactic.

On July 13, the day of the final vote for cloture, management at the TiMet plant in Henderson, Nev., told 400 striking Steelworkers they would be ''permanently replaced.'' The USWA members had been on strike for nine months over management's concession demands, contracting out and other issues. The company bided its time, waiting for the Senate vote before going ahead with its plans.

Sen. Paul Wellstone (D-Minn.), during floor debate, described how union-busting employers have sought to rid themselves of unions. ''The process is fairly simple: require major and unreasonable concessions of a union, force them to strike, permanently replace them with workers unsympathetic to the union and move to decertify the union.'' Current law allows the scabs to vote in such situations.

Sen. Harris Wofford (D-Pa.) said the strike option is in jeopardy as more and more employers use ''permanent replacements'' to disrupt the bargaining process.

''I've seen this happen in strikes across Pennsylvania: hospital workers in Canonsburg, nursing home workers in Johnstown and Mount Carmel, and industrial workers in Coraopolis, Eighty-Four and Indianola have all seen their jobs go to replacement workers,'' he said.

Sen. Barbara Boxer (D-Calif.) told the chamber about the 400 Teamsters at Diamond Walnut, who were ''permanently replaced'' more than two years ago. They agreed to huge wage concessions in 1985 to help the company avoid bankruptcy, then were betrayed when the company recovered and refused to restore the concessions.

''Thanks, Diamond Walnut,'' Sen. Howard Metzenbaum (D-Ohio) said. ''You are sure a great employer. And anybody who buys Diamond Walnuts knowing of these conditions has to have their head examined.''

— Michael Byrne

Senate Roll Call: Workplace Fairness

The Senate voted 53-47 July 12 to invoke cloture, falling short of the 60 needed to shut off debate and allow a vote on S. 55, the Workplace Fairness Act. A second vote on July 13 was 53-46, with Sen Paul Coverdell (R-Ga.) absent. **R is a right vote (yes) and W is wrong (no).**

ALABAMA		**GEORGIA**		**MAINE**		**NEBRASKA**		**OHIO**		**TEXAS**	
Heflin (D)	R	Coverdell (R)	W	Cohen (R)	W	Exon (D)	R	Glenn (D)	R	Gramm (R)	W
Shelby (D)	R	Nunn (D)	W	Mitchell (D)	R	Kerrey (D)	R	Metzenbaum (D)	R	Hutchison (R)	W
ALASKA		**HAWAII**		**MARYLAND**		**NEVADA**		**OKLAHOMA**		**UTAH**	
Murkowski (R)	W	Akaka (D)	R	Mikulski (D)	R	Bryan (D)	R	Boren (D)	W	Bennett (R)	W
Stevens (R)	W	Inouye (D)	R	Sarbanes (D)	R	Reid (D)	R	Nickles (R)	W	Hatch (R)	W
ARIZONA		**IDAHO**		**MASSACHUSETTS**		**NEW HAMPSHIRE**		**OREGON**		**VERMONT**	
DeConcini (D)	R	Craig (R)	W	Kennedy (D)	R	Gregg (R)	W	Hatfield (R)	R	Jeffords (R)	W
McCain (R)	W	Kempthorne (R)	W	Kerry (D)	R	Smith (R)	W	Packwood (R)	W	Leahy (D)	R
ARKANSAS		**ILLINOIS**		**MICHIGAN**		**NEW JERSEY**		**PENNSYLVANIA**		**VIRGINIA**	
Bumpers (D)	W	Moseley-Braun (D)	R	Levin (D)	R	Bradley (D)	R	Specter (R)	R	Robb (D)	R
Pryor (D)	W	Simon (D)	R	Riegle (D)	R	Lautenberg (D)	R	Wofford (D)	R	Warner (R)	W
CALIFORNIA		**INDIANA**		**MINNESOTA**		**NEW MEXICO**		**RHODE ISLAND**		**WASHINGTON**	
Boxer (D)	R	Coats (R)	W	Durenberger (R)	W	Bingaman (D)	R	Chafee (R)	W	Gorton (R)	W
Feinstein (D)	R	Lugar (R)	W	Wellstone (D)	R	Domenici (R)	W	Pell (D)	R	Murray (D)	R
COLORADO		**IOWA**		**MISSISSIPPI**		**NEW YORK**		**SOUTH CAROLINA**		**WEST VIRGINIA**	
Brown (R)	W	Grassley (R)	W	Cochran (R)	W	D'Amato (R)	R	Hollings (D)	W	Byrd (D)	R
Campbell (D)	R	Harkin (D)	R	Lott (R)	W	Moynihan (D)	R	Thurmond (R)	W	Rockefeller (D)	R
CONNECTICUT		**KANSAS**		**MISSOURI**		**NORTH CAROLINA**		**SOUTH DAKOTA**		**WISCONSIN**	
Dodd (D)	R	Dole (R)	W	Bond (R)	W	Faircloth (R)	W	Daschle (D)	R	Feingold (D)	R
Lieberman (D)	R	Kassebaum (R)	W	Danforth (R)	W	Helms (R)	W	Pressler (R)	W	Kohl (D)	R
DELAWARE		**KENTUCKY**		**MONTANA**		**NORTH DAKOTA**		**TENNESSEE**		**WYOMING**	
Biden (D)	R	Ford (D)	R	Baucus (D)	R	Conrad (D)	R	Mathews (D)	W	Simpson (R)	W
Roth (R)	W	McConnell (R)	W	Burns (R)	W	Dorgan (D)	R	Sasser (D)	R	Wallop (R)	W
FLORIDA		**LOUISIANA**									
Graham (D)	R	Breaux (D)	R								
Mack (R)	W	Johnston (D)	R								

Employment data mixed as jobless rate holds at 6 percent

By Michael Byrne

An increase in generally low-paying jobs in June was offset by an inexplicable drop in the labor force, leaving the unemployment rate at 6 percent, according to figures from the Bureau of Labor Statistics.

Employer payrolls in June increased by 379,000, largely in services and retail trade industries, although manufacturing employment rose by 34,000. But another survey, of households rather than employers, showed a decline of 440,000 jobs over the month, which included five weeks, rather than four.

''The data show a very mixed signal with some question of the reliability of the seasonally adjusted elements in the month of June,'' said AFL-CIO chief economist Rudy Oswald. ''While the household survey looked very weak, the establishment data showed strength in employment, but mainly in low-wage restaurants and temporary service jobs.''

Oswald pointed out that 14.4 million are affected by partial or total unemployment, including 7.8 million actively looking for work, 4.8 million workers in part-time jobs for economic reasons and 1.8 million discouraged workers who had given up the search for jobs.

BLS offered no explanation for the drop in labor force participation of 525,000, or 0.3 percent. In general, they are adults and not the summer influx of teenage workers, whose presence in the work force is seasonally adjusted in the survey, Oswald noted.

Average hourly wages declined 0.1 percent in June, to $11.08, after rising 0.4 percent in May. Average weekly earnings dropped 0.7 percent, to $383.37, as weekly hours dropped from 34.8 to 34.6 hours. Between 1979 and 1993, U.S. wage earners lost 12.6 percent in purchasing power, a loss of about $54 a week.

The factory workweek remained high in June at 42 hours, down 0.1 hour, and factory overtime was unchanged over the month at 4.6 hours.

Manufacturing jobs have shown a generally slow growth trend since October, rising by 53,000 over the past year, Oswald said. But some manufacturing industries have declined substantially over the past year, with aircraft down by 65,000, apparel 35,000, instruments 37,000 and chemicals 26,000.

Labor Secretary Robert B. Reich said the addition of 35,000 manufacturing jobs in June was heartening, noting that ''the economy added more manufacturing jobs than during any single month in the past four years.''

The overall figures, Reich said, show ''an economy making steady progress toward President Clinton's goal of 8 million new jobs during his first term in office. Equally heartening, these gains stretch across industries and regions.''

He pointed out, however, that the economy ''is not lifting all Americans, and the Clinton administration remains committed to bringing every citizen along.''

With the expiration of the emergency unemployment compensation program, only 31.1 percent of the officially unemployed were receiving jobless benefits in June, down from 35.9 percent in May and from 43.5 percent in June 1993.

BMWE sets track for strong push in contract talks

Detroit

The Maintenance of Way Employees explored ways to increase the union's political and economic influence as members prepare for the next round of negotiations with the railroad industry in 1995.

The more than 500 delegates also re-elected President Mac A. Fleming and Secretary-Treasurer William E. LaRue by acclamation during the union's quadrennial convention. Six new vice presidents and six new executive board members also were elected.

In his address, Fleming called for a cooperative relationship between labor and management in the railway industry that "fosters growth, increases profitability and expands the rail industry in an injury- and illness-free environment of secure jobs."

But he warned that these goals cannot be accomplished with most of the current railway management. For the past 15 years, he said, railways have been managed by "paper-shufflers, money manipulators and fast-word artists who preach the gospel of labor-management cooperation while they ruthlessly cut jobs, real wages and benefits."

He also called for all rail crafts to have a common strategy and unity for the next round of bargaining. Fleming outlined a plan to increase BMWE's strength and to provide better services for the members. Specifically, he called for the creation of an organizing department, a safety department and expanding the union's COPE program into Canada.

Fleming praised the Clinton administration for appointing fair-minded people to the National Mediation Board to replace the anti-labor Reagan-Bush era members who functioned as "a corporate subdepartment of the railroad corporations."

At the same time, Fleming emphasized that, despite some good appointments by the Clinton administration, there is still a need to reform the Interstate Commerce Commission and the Federal Railroad Administration.

Jim Baker, executive assistant to AFL-CIO President Lane Kirkland, echoed Fleming's praise of Clinton appointments, including Federal Railroad Administrator Jolene Molitoris, who also addressed the convention.

Such government improvement for working people is dependent on future political work, Baker reminded, including BMWE and other union efforts in the 1994 elections now at hand.

The delegates approved resolutions calling for preservation of the railroad retirement system and opposing contracting out of railroad jobs. The convention also urged Congress not to intervene in railway strikes.

Worker voice central in BCT pattern pact

A new three-year agreement has been reached for more than 7,000 Bakery, Confectionery and Tobacco Workers at Continental Baking Co., Interstate Baking Corp. and Campbell Taggart.

The agreement improves wages and benefits and provides for a worker voice on issues of new technologies. The companies also agreed to negotate with the union on the design and delivery of training programs, and to consult with the workers on the implementation of the Americans with Disabilities Act.

The union hopes to extend this pattern to some 50 to 60 additional contracts that expire this summer, said Gene McDonald, BCT secretary-treasurer and the lead negotiator for the contract.

Under the contract, members will receive wage increases totaling 75 cents an hour over the life of the contract. Most workers also will receive a lump-sum payment of $200 on Dec. 1, 1996.

The agreement maintains the managed health care plan option from the previous contract while increasing the employer's contribution from 80 percent to 90 percent. The co-payment for generic prescription drugs will be reduced to $3 from a previous co-pay of $5.

The companies' pension contributions will increase by $50 on Jan. 1, 1997.



M. Campbell/AFT

AFT President Albert Shanker listens to Vice President Gore's appeal for health care reform.

AFT targets education, health reform

Union urges 'zero tolerance' of drugs, weapons in schools

By Candice Johnson

The AFT convention took up the nation's need for comprehensive reform of education and health care, outlining critical needs in the nation's schools and stepping up efforts to gain health care reform.

The 4,000 delegates meeting in Anaheim, Calif., cheered Vice President Gore as he called for a health care plan that gives to working Americans what the wealthy enjoy — comprehensive benefits that can never be taken away.

The convention pledged to mobilize members behind that effort and spent some of the session writing to their members of Congress to urge support for comprehensive reform.

Some 1,000 AFT members also marched outside a local Pizza Hut restaurant, protesting the Pizza Hut policy of offering very limited coverage to just a small percentage of workers in the United States while it contributes toward coverage for workers overseas.

AFT President Albert Shanker was unanimously re-elected by delegates to his 11th two-year term and Edward J. McElroy was re-elected secretary-treasurer.

Three new vice presidents were elected to the executive committee: Marcia Reback, Rhode Island Federation of Teachers; Norma J. White, Chicago Teachers; and James Sheedy, New York State Public Employees Federation. Delegates also re-elected 35 vice presidents to the council.

Underscoring the toll of school violence — on students, teachers and paraprofessionals — delegates adopted a policy of "zero tolerance" for drugs, weapons, crime and violence on school campuses.

They called for a national summit on school safety and the establishment of alternative educational settings for disruptive students, as well as a national system for reporting and tracking incidents of violence in the nation's schools.

The convention pledged strong support for President Clinton's Goals 2000 program, which calls for the creation of world-class academic standards, a high-quality education for all students and training for teachers.

Shanker called on delegates to make the program work in their communities. "We need to be there to make sure that standards are set properly, that they are world-class academic standards — not mushy, self-esteem stuff," he declared.

Teachers will be held accountable, he said, but students also are accountable. "If they don't work, they don't get the rewards. Goals 2000 will not work unless we have stakes for students, too," he said.

Shanker warned that education reform efforts will not succeed "if we don't restore discipline in our schools, and that means setting clear codes of conduct for student behavior and giving school staff the authority to enforce those codes."

On the issue of charter schools, Shanker said in some cases, the program was a back-door way into vouchers, "a handy way of using public money to create private schools.

Currently, 11 states allow so-called charter schools, where existing regulations are eased. These changes must be made within a framework of standards, accountability and assessment, delegates said.

Delegates also set forth principles for school districts considering the transfer of school management to private, for-profit companies. "Clear and precise principles of public accountability, independent oversight and performance evaluation" in all contracts is crucial, delegates said.

Shanker noted that because private companies' first obligation is to their stockholders, "we need to make sure that if they're making a profit, they're also delivering the goods they promised."

The convention stressed that the laws and regulations on open meetings, public disclosure and conflict of interest that apply to public schools must apply to private contractors, and that employees in schools managed by private contractors retain their bargaining and other rights.

> *"Education reform will not work unless we restore discipline in our schools, with clear codes of conduct for student behavior."*
>
> **— AFT President Albert Shanker**

The AFT does not oppose the idea of private management contracts, but delegates took a strong stand against Education Alternatives Inc., a private firm that is mismanaging nine Baltimore schools.

The union cooperated with the experiment until school officials failed to hold EAI accountable. "Two years of test results show students in Baltimore EAI schools doing worse than they were before EAI took over, and yet EAI has been rewarded for this miserable performance with some $2 million in profit," Shanker pointed out.

Shanker reported on the status of merger talks between the AFT and the National Education Association, noting that the NEA had agreed to extend talks for another year. Shanker and NEA President Keith Geiger have led teams meeting on a possible merger since Sept. 20, 1993.

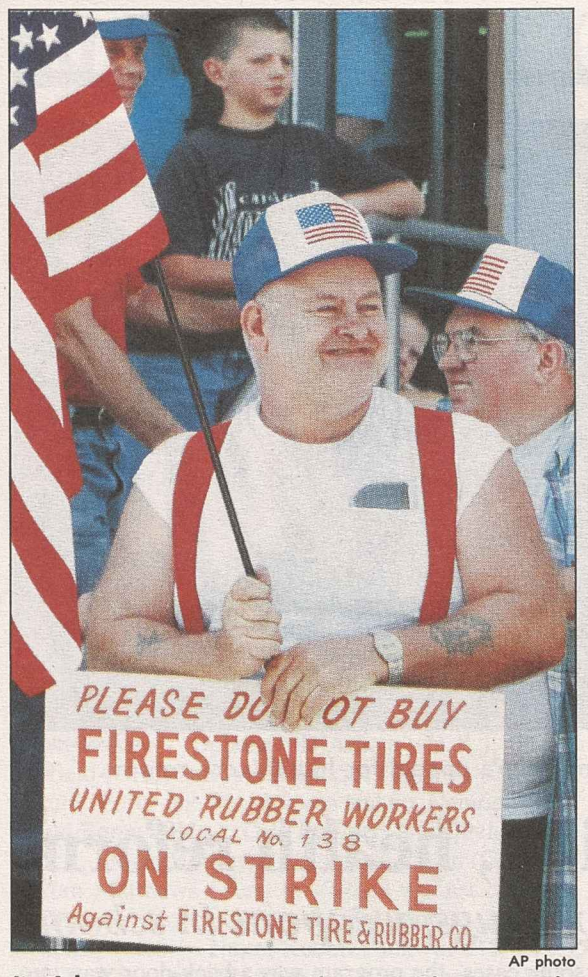
At its convention earlier, the NEA agreed to a timetable of recommendations on a possible merger to the NEA board by April 1, 1995, with the board acting on the report at its May 1995 meeting.

In a report on the AFT's organizing activities, Shanker noted that the union's divisions — the Federation of Nurses and Health Professionals, Federation of Public Employees and Paraprofessionals and School Related Personnel — posted membership gains over the past two years.

Among teachers, recent organizing wins in Illinois and New Mexico, where public employee bargaining has only been in place since 1993, brought AFT membership to 5,000 educators, the report said.

Also speaking were Education Secretary Richard Riley; Mine Workers President Richard Trumka; and teachers' union officials from South Africa, Russia and the former Yugoslavia.

URW strikes three tire makers



AP photo

Jim Johnson, a 28-year employee, pickets outside the Noblesville, Ind., Firestone plant.

By James B. Parks

More than 7,000 members of the Rubber Workers are on strike at three foreign-owned tire manufacturers after the companies demanded deep concessions, including reduced health care coverage and continuous plant operations.

The strike is by 4,200 Rubber Workers at Bridgestone/Firestone, 1,600 at Pirelli Armstrong and 1,600 at Dunlop Tire.

The July 12 walkout at Bridgestone/Firestone came after the Japanese company balked at signing a pattern agreement and refused to continue negotiations. The union said what the company called its ''final offer'' was unacceptable to Rubber Workers.

''The company wants to reinvent the entire contract,'' said URW Organizational Director John Sellers. ''They want to rewrite and reinterpret nearly 60 years of bargaining history. Something of this magnitude cannot be construed as mere 'work rule changes.''' The strike affects plants in five states.

Bridgestone/Firestone is the only Big Three tire maker that has not reached a new master contract with the URW. Goodyear set the pattern with about 16 percent in increased wages and benefits over three years. Michelin-owned Uniroyal Goodrich also reached a similar agreement. All three contracts expired April 23.

In its last offer, Bridgestone/Firestone demanded a $5-an-hour wage cut for some classifications and a new-hire wage that is nearly 30 percent less than the current rate. The company also wants to reduce wages by changing incentive pay, by eliminating premium overtime pay and by forcing employees to work scheduled holidays at a reduced rate.

In a familiar scenario, the company also sought to reduce health care coverage and to increase employee premiums.

Another 1,600 URW members walked out July 15 at three Pirelli Armstrong plants after the company made a last-minute contract offer that was ''totally unacceptable, ridiculous and devastating to bargaining unit members,'' the union said.

''The magnitude of the changes demanded cannot be merely reflected as needed business changes but are demoralizing and harmful to the people URW represents,'' the union said.

The Italian company wants to cut production costs without regard to human costs or to benefits negotiated in the past, said Glenn Ellison, the union's negotiations coordinator.

''Nobody likes strikes,'' Ellison said. ''They're hard on workers and they're hard on companies. But until employers start treating workers like valuable assets, organized labor is going to be forced to take our fight to the street.''

Specifically, Pirelli wants to reduce health care benefits for both active and retired employees to ''practically nothing,'' Ellison said, even though health care costs at two of the three plants are below the industry average.

The third strike affects some 1,600 Dunlop Tire employees, who walked out in June after the company demanded similar deep concessions. Dunlop is a division of Sumitomo of Japan.

United's employees take airline helm

Continued from Page 1

Greenwald told shareholders that the carrier's new relationship with its workers will lead to a more competitive airline. ''The new course we're setting in labor-management relations will be watched at the highest levels of government and industry and by our customers — past, present and future.''

Following the shareholder vote, Greenwald met with workers in Denver and other facilities, fielding questions and urging workers to participate fully in the company.

The deal covers some 8,000 ALPA pilots, 25,000 IAM members, and about 20,000 other workers out of the carrier's 76,000 employees, making United among the nation's largest majority employee-owned company.

Publix Supermarkets, owned by its 65,000 non-union employees, is the closest in size to the United employee ownership.

Under the arrangement, pilots agreed to a 15 percent pay cut, plus reductions in the monthly retirement plan. IAM members accepted a 9.7 percent pay cut, while non-union workers saw an 8.25 percent pay cut.

Depending on the carrier's profits, workers could see their holdings increase to 63 percent.

The Flight Attendants, with 18,000 United members, had not agreed to participate in the buyout plan because of a dispute with United over the carrier's plan to open and staff a network of overseas domiciles. After the buyout, United announced it was postponing indefinitely plans to establish a Hong Kong base.

The Flight Attendants were ''cautiously optimistic'' that management changes would allow them to join the ownership plan.

United also agreed to discontinue weight restrictions for attendants. The AFA and several attendants had filed suit against United over the weight requirements, which were used to discipline attendants for weight gains of just ten pounds, and in some cases, fire them.

The AFA called the two actions ''grounds for cautious optimism'' and noted that the union remained ready to meet with new chairman Greenwald on the ownership plan.

Captain Hank Krakowski of ALPA's United master executive council said the unions' determination in putting together the purchase, over eight years of struggle, ''bodes well for the future of the enterprise.''

Unions first proposed a buyout of United in 1987, and subsequently repeated that call four more times.

Captain Roger Hall, chairman of the United MEC, will sit on the United board of directors, along with John Peterpaul, retired IAM vice president, and Joseph V. Vittoria of Avis Corp.

Solidarity strong in UTU Soo Lines strike

Buoyed by the ''full support of the other unions in the Soo Lines system,'' some 1,100 members of the United Transportation Union entered the second week of a strike against the railroad company.

The strike began July 14 after a 30-day cooling off period failed to produce settlements on crew size, pay, health care and wage issues that had been the subject of bargaining between the company and the union for six years.

Soo Lines train crews have been working under the terms of a congressionally imposed settlement since 1988. The parties began formal negotiations on a new contract in 1991. Eventually, they turned to mediation under the auspices of the National Mediation Board, which released the union and management from mediation in June. That gave the company the opening it needed to impose its contract terms.

UTU negotiators expressed a willingness to compromise on the issue of crew size, but remained skeptical over company proposals that could result in trains operating with only two crew members — an engineer and a conductor.

The UTU remains hopeful that negotiations can be reconvened, but no movement along those lines was expected any time soon, union spokesman Warner Biedenharn said.

''The strike is having an impact. We're hearing from Soo Line customers that they are prepared to move if the strike continues much longer,'' Biedenharn said.

Soo Lines is attempting to operate trains with management personnel. The company pulled out of national rail agreements in 1991, leading some union officials to suspect that railroad executives are looking for a competitive advantage over rival Burlington Northern and Chicago & Northwestern Lines.

''We came a long way from our original notices, but the carrier wouldn't come up with the money,'' said Lloyd Swert, assistant to UTU President Thomas G. DuBose. ''They keep talking about wanting to be competitive . . . but the facts are they want an advantage.''

Soo Lines is the ninth largest U.S. railroad, operating in 11 midwestern states.

BARGAINING

UFCW ratifies Meijer pact

The Food and Commercial Workers ended a two-month strike against Meijer Inc. with the ratification of a contract that includes a pay raise and better health care coverage.

Meijer employees joined the UFCW in September 1993 and negotiations on a first contract began in November.

The new pact covers some 2,000 workers in the Toledo, Ohio, area. It raises the top hourly rate for store clerks in a range of 20 cents to 53 cents over four years and increases the step rate for specialty clerks, said Al Zack of the UFCW.

The specialty clerk pay rate was one of the key issues in the strike against the Grand Rapids, Mich.-based grocery and general merchandise chain, Zack said. Instead of topping out at $6 an hour in 1997 as the company had proposed, the final wage now will be more than $7, which is closer to the pay rate of Meijer's competitors.

ACTWU gains wage hike

The Clothing and Textile Workers overwhelmingly ratified a new agreement that gives a 4 percent pay raise to some 2,300 workers at three North Carolina textile plants.

Under the three-year agreement, workers at Cone Mills plants in Greensboro, Haw River and Salisbury will receive all of the pay increase in the first year. The union has the right to reopen talks on pay in the second and third years.

The contract also increases the lifetime maximum in the major medical coverage and extends eligibility for accident and sickness benefits to 26 weeks. The annual deductible employees will pay for health care coverage was increased from $200 to $250 for individuals and from $600 to $750 for families.

HERE wins Radisson contract

Following months of negotiations, Hotel Employees and Restaurant Employees gained a four-year contract with the Radisson Wilshire Hotel in Los Angeles.

Solidarity among the mostly Asian and Hispanic work force and with union members throughout the area helped to thwart attempts by the hotel's Korean owners to divide the union along racial lines. Along with the union, the AFL-CIO Asian Pacific American Labor Alliance was actively involved in the campaign to educate and unite the workers.

The contract follows the pattern agreement signed by the Los Angeles Hotel Employer Council and requires any work contracted out be paid at the union rate. It includes a 20 percent wage increase over the life of the contract and benefit gains.

Helping others key to advancing labor, conference told

San Francisco

More than 500 activists from throughout the nation assembled in San Francisco July 18-21 for the AFL-CIO Community Services conference, emphasizing how helping others advances the overall mission of the labor movement.

Numerous workshops were conducted on such topics as substance abuse, the future of United Way, youths at risk, health care reform, responding to disasters, violence and AIDS.

The conference helped focus on how unionists are leading the charge to stock blood banks, fund United Way agencies and help the needy with programs such as the Letter Carriers' annual food drive. Even as the conference proceeded, flood victims were receiving assistance at union halls throughout the Southeast.

Community Services Director Green P. Lewis Jr. told delegates they must "take advantage of what we've gained through coalition building and knowledge sharing."

"If we are going to deliver the quality of community service needed in a changing labor movement and a changing America, we must start now by utilizing every available resource we have at our disposal," Lewis said.

NALC President Vincent R. Sombrotto, chairman of the AFL-CIO Committee on Community Services, lauded community services activists as "the frontline of what the labor movement is all about." He emphasized that union members care about all of America, not just themselves.

"We are the ombudsmen for America — union and non-union," Sombrotto said. "Regardless of the percent, we represent all of America. And all of America is better off because union members care about their families, their neighbors and their country."

> *". . . We represent all of America. And all of America is better off because union members care about their families, their neighbors and their country."*
>
> **— Vincent R. Sombrotto**
> **Letter Carriers President**

Labor's longstanding fight for health care reform fits that role of helping others, Sombrotto added.

"This country demands that Congress pass a comprehensive health care reform bill and that it pass it now," he said. "No more delays! No more full-page ads by right-wing lobbyists! No more Harry and Louise!"

Service Employees President John J. Sweeney told delegates that a danger exists that congressional consideration of health care reform has become a game of finding the lowest common denominator, and that serious efforts are afoot to pass legislation without providing universal health care for all Americans and without mandating coverage by every employer.

"If that happens, at least 25 million people would still be without health care insurance," Sweeney said. "Who are they? Workers and their families. The poor will receive subsidies, the rich will be able to afford to insurance."

"For local unions, it will mean a bloodbath at the bargaining table," he said. "Unless we get health care reform that covers everybody — all employers paying their fair share — you can expect an all-out assault on our benefits."

Graphic Communications President James J. Norton, the AFL-CIO's representative on the American Red Cross Board of Governors, encouraged delegates to get more involved in community groups.

He noted that Samuel Gompers was the original labor representative on the Red Cross board.

"Community service means that we do the work — but it also means that we plan the work." Norton said. "When labor gets involved in planning and leadership, we have more voice in how community decisions are made and how the dollars are spent."

"When labor leads — when we have a say in policy and programs — then we have a commitment to see those policies and programs through to completions," he added. "Call it a buy-in. Call it empowerment or ownership. Whatever term you use, it means that people do more when they have a decision-making role."

Two other AFL-CIO vice presidents also addressed the conference — Gloria T. Johnson, president of the Coalition of Labor Union Women and vice president of the Electronic Workers, and AFSCME Vice President Linda Chavez-Thompson.

Johnson brought the delegates to their feet with a stirring address attacking the threat of the "New Right" to all levels of government.

"It is that New Right that professes to be concerned about family and traditional values, but in reality is a political movement — sophisticated, well-financed, and growing," she said.

NEWSMAKERS

Brian McWilliams has been elected president of the Longshoremen and Warehousemen, defeating incumbent **David Arian,** 7,453-5,962, as ILWU members voted for a new slate of officers in a mail ballot referendum. **Joe Ibarra** was elected secretary-treasurer, **Richard Austin** mainland vice president and **Leonard Hoshijo** Hawaii vice president. Newly elected coasts committeemen include **Glen Ramiskey** for the northwest and **Richard Olson** for California. Seventeen executive board members also were elected. "I wish Brian McWilliams the best in his new job as international president and I will support the new officers during the transition in any way possible," Arian said.

Irasema T. Garza has been appointed by Labor Secretary **Robert B. Reich** to head the U.S. National Administrative Office, which handles complaints about non-enforcement of labor laws under the North American Free Trade Agreement. Garza, a former AFSCME local executive board member in Michigan, has been executive director of the department's Congressional Commission on Family and Medical Leave. She will report to **Jack F. Otero**, a former AFL-CIO vice president who now is deputy undersecretary for international affairs.

David S. Davidson has been appointed by National Labor Relations Board Chairman **William B. Gould** as the board's chief administrative law judge. Davidson, who was associate general counsel of the Electronic Workers when he was appointed an administrative law judge in 1965, succeeds **Marvin J. Welles,** who retired.

Ed Burke, special assistant to Teamsters President **Ron Carey,** has accepted a position as area director for AFSCME in West Virginia. Burke said he is making the switch in order to spend more time at his Charleston home with his wife and children. **Gerald Zero,** deputy trustee for Local 705, will take over Burke's trustee duties and **John McCormick** will take over as trustee for Local 726.

Maria Fiordellisi was named legislative representative for the AFL-CIO. Prior to joining the AFL-CIO, she was assistant general counsel for the Transportation Communications Union. Fiordellisi will handle some of the issues previously handled by **Ernest DuBester,** who left the AFL-CIO to join the National Mediation Board, which he now chairs.

John R. Oravec retired June 30 as news editor of the AFL-CIO News. A graduate of Ohio State University, Oravec worked for the Lorain Journal, the Cleveland Plain Dealer and the Washington Star before joining the AFL-CIO News staff in 1968.

Country music singer **Willie Nelson** canceled a concert in Woodinville, Wash., rather than cross a Farm Workers picket line. The concert was to be held at the Chateau Ste. Michelle winery, which refuses to recognize the UFW even though its employees have signed cards asking for representation. A publicist for Nelson, who performed at the 1991 Solidarity Day in Washington, said "Willie has a passion for farmers and farm workers and their families and he doesn't cross picket lines."

DEATHS

Jean Ingrao, former executive secretary-treasurer of the AFL-CIO Maritime Trades Department, died of cancer July 7. She was 63.

She began her career in 1950 as secretary to George Meany, then president of the American Federation of Labor. Following the merger of the AFL with the national Congress of Industrial Organizations, she was appointed an administrative assistant in the president's office, responsible for mergers of the CIO and AFL on the city, state and regional levels.

In 1961, Ingrao was appointed administrative assistant to **Peter McGavin,** the MTD executive secretary-treasurer. Ingrao then was elected by the executive board to be MTD administrator in 1977. Two years later, she was elected executive secretary treasurer.

Ingrao served 14 years as secretary-treasurer of the department, which represents 42 unions in seafaring, shipbuilding and other trades. She also was a delegate to the International Labor Organization conference in Geneva and served on the national labor advisory committee of the Boy Scouts of America.

Survivors include her husband, Leonard Ingrao; two sons, Michael Ingrao and Mark Ingrao; two sisters, Barbara Leonard and Mary Schmeich; and two grandchildren.

Peter J. Rybka, former executive vice president of the Grain Millers, died June 18. He was 84.

Rybka joined Allied Mills in 1930 and helped to organize workers there and at other area feed mills. He served as union steward, trustee and recording secretary of Local 19184 of the Flour, Feed and Cereal Workers Union, now known as Grain Millers Local 110. In 1938, he was elected full-time business representative and served in that capacity until 1959.

He also served on the executive board of the Buffalo AFL-CIO. During World War II, he was labor representative on the War Manpower Commission.

Survivors include his wife, Anna Makar; four daughters; eight grandchildren; and nine great-grandchildren.

CORRECTION

A headline in the July 11 issue of the AFL-CIO News misstated the amount of food collected and distributed by the Letter Carriers in their annual food drive. Some 177,000 NALC members collected 32 million pounds of food, or 16,000 tons.

— Compiled by Sharolyn A. Rosier

Beverly Enterprises hit again with NLRB order

Finding that Beverly Enterprises continues to commit unfair labor practices at more than 800 nursing homes, a National Labor Relations Board administrative judge has recommended a nationwide cease-and-desist order against all of the homes.

The board said the company should stop interfering with, restraining and coercing members of the Service Employees in the exercise of their right to organize.

SEIU President John J. Sweeney said the union is pleased with the decision, but pointed out that "lengthy delays and limited remedies available" highlight the need for revision of worker rights under current law.

A previous decision against Beverly found the chain guilty of more than 100 labor law violations and called for a national cease and desist order, but the 2nd Circuit Court of Appeals refused to enforce the NLRB's ruling.

The case now goes before the full NLRB.

RESOURCES

CONVENTIONS

The **Letter Carriers** will hold their convention in Atlantic City, N.J., Aug. 22-26. The convention was inadvertently omitted from the Convention Calendar in the July 11 issue of the AFL-CIO News.

The **Labor Council for Latin American Advancement** convention will be held Aug. 3-6 at the Fairmont Hotel in San Jose, Calif. For more information, call Alfredo Montoya at 202/347-4223.

CONFERENCE

The Asian Pacific American Labor Alliance is sponsoring a **Leadership and Education Conference** Aug. 5-7 at the Westin Hotel in Seattle, Wash. To register, send $40 to APALA, AFL-CIO, 1444 Eye Street, N.W., Suite 702, Washington, D.C. 20005. Call Chung Wha Hong at 202/842-1263.

COURSES

Celebrating 20 Years of Sisterhood and Solidarity is the 20th Annual Michigan Summer School for Women Workers sponsored by the Labor Studies Center at the University of Michigan Aug. 18-21. The deadline for registration is Aug. 3 and the cost is $200. For more information, call 313/764-0492.

The Union Leadership Institute of the AFT is offering a course on **Labor in the Schools! Teaching About Labor in Your Classroom** Aug. 7-12 in Santa Cruz, Calif. The course is designed for K-12 teachers. Contact Marlen Welty or Bill Harty at 202/879-4541.

NAFTA impact on livelihoods hard to weigh

Washington state filings result in most assistance

By Michael Byrne

The human impact of the North American Free Trade Agreement was on display July 11 in Seattle, where the Washington AFL-CIO introduced the newest victims of NAFTA displacement.

Lennon Foods Inc. closed its doors May 27, the victim of U.S. imports of hogs and pork products from Canada and Mexico. The 50 workers, most of them members of Food and Commercial Workers Local 81, became the 10th work force in Washington state to be certified for trade adjustment assistance under NAFTA.

The NTAA office so far has certified 55 petitions for assistance, covering 4,601 workers. But petitions have been received for workers in 162 firms located in 35 states, as of June 27. Washington's 18 petitions were second to Pennsylvania's 26. Nine petitions had been received from Tennessee and Texas and eight each from California, Georgia and New Jersey.

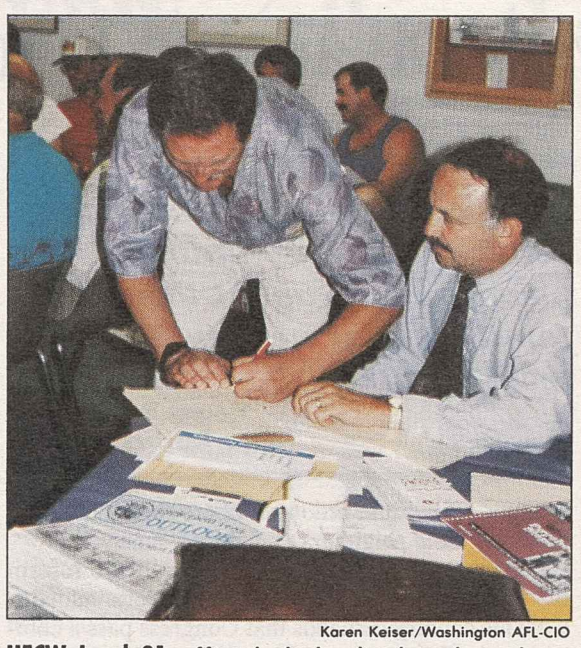
Washington AFL-CIO President Rick Bender disputed reports that NAFTA was working well, based on the number of workers certified for TAA. He said the number of documented job losses will be much greater as more states are heard from. Indeed, the small number of claims from some states is evidence that the early petitions are just the tip of the iceberg.

Bender pointed out that the jobs being created by NAFTA do not have equivalent wages or benefits to the jobs being lost. "Yes, selling more apples to Mexico creates more income for the orchard owners," he said. "But losing jobs that provide a family income in exchange for more agricultural jobs, which are among the lowest paying in the economy, is not a fair trade."

Wage rates at the Lennon facility averaged $10 per hour and included a company-paid medical and pension plan. Under NTAA, Lennon employees will be eligible for retraining assistance and extended unemployment benefits.

"The Lennon closure is further evidence of the erosion of our manufacturing job base in this country and the loss of family-wage incomes to our communities," said Anthony J. Abeyta, president of UFCW Local 81.

Among the Lennon workers was Vicki Rose, who has four children and a husband who faces layoff in the shipyard industry. "The job market is disgusting," she said. "You're forced to go out and take lower wages for the same work."



Karen Keiser/Washington AFL-CIO

UFCW Local 81 officials help displaced workers apply for benefits in Seattle.

While increased imports have been blamed for the demise of Lennon Foods and 16 other certified dislocations, 38 of the 55 certifications were based on a shift in production from the United States, as companies continue to take advantage of cheap and exploitable labor in Mexico.

S&H Fabricating and Engineering Inc. of Sanford, Fla., for example, is closing production facilities in Sanford and Ocala, Fla., Valdosta, Ga., Walled Lake, Mich., and Maquokta, Iowa, and moving jobs to Mexico, where it pays workers 90 cents an hour.

Some 430 U.S. jobs have been terminated this year, affecting workers represented by the Glass, Molders and Pottery Workers and the UAW, as well as some non-union workers. Those jobs are going to plants in Reynosa, Mexico.

S&H is manufacturing the same automotive parts in Mexico, and is charging the same amount to General Motors and Chrysler, despite radically lower labor costs, said the GMP, which filed TAA petitions on behalf of its unemployed workers. The Sanford workers were certified for assistance June 24.

Any group of three or more workers, or their union representative, can petition for the NTAA benefits. The one-page petition forms are available in state unemployment offices.

Completed petitions should be submitted to the state governor's NTAA representative. The state must make a preliminary eligibility finding within 10 days, and must forward the petition to the U.S. secretary of labor, who has 30 days to make the final determination on eligibility.

Displaced workers qualify for up to 52 weeks of extended unemployment insurance benefits after regular UI compensation has expired. But they must enroll in a training program within strict time frames. The AFL-CIO has recommended that displaced workers also apply for regular trade adjustment assistance.

Trade imbalance worsens, points to six-year high

The U.S. merchandise trade deficit widened to $12.7 billion in May as the nation appeared headed for the biggest trade imbalance since the deficit reached $152 billion in 1987.

"This is a substantial worsening of a bad situation, not only for the month but for the first five months of the year," said AFL-CIO chief economist Rudy Oswald of the Commerce Department figures. "At this level, the trade deficit could reach $145 billion this year."

With services factored in, the U.S. trade deficit in May totaled nearly $9.2 billion, up from $8.5 billion in April and nearly double the $5 billion deficit in May 1993. The combined goods and services trade deficit is expected to hit $100 billion this year, up from $75.7 billion last year.

Oswald pointed to the glut of imported goods, which rose about $730 million from April to a record $53.9 billion in May. Leading the parade of foreign imports were apparel and telecommunications equipment, primarily from Japan, China and Western Europe. U.S. exports increased about $200 million to $41.2 billion.

Although Japanese imports in May were down $1 billion from April, the cumulative January-May figure of $46.2 billion was $4 billion higher than the import totals in the comparable year-ago period. U.S. exports to Japan also increased, but by only $1.6 billion over the five months, leaving a $25 billion deficit for the period.

The May trade imbalance with China increased nearly $500 million from April, and was up $9.2 billion for the five-month period. The U.S. deficit with Western Europe was up $1.3 billion over the previous month and was running $1.5 billion for the January-May period.

The trade deficit with Canada improved by $200 million from April to May, and the United States was running a trade surplus with Mexico in May of $353 million, up from $7 million in April.

Oswald attributed the improvement in the balance of trade with Mexico to the movement of capital equipment across the border as U.S. corporations continue to set up shop there.

In the newly industrialized Asian countries, where many U.S. corporations manufacture goods for import back to this country, the trade deficit increased by more than $500 million to $1.1 billion in May. **— Michael Byrne**

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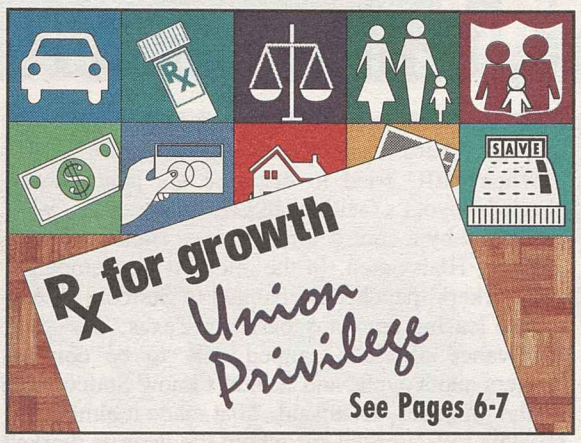
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AFL-CIO NEWS

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AFL-CIO favors Gephardt health proposal

Fatal flaws found in Senate's version

By Muriel H. Cooper

The House and Senate are prepared to debate two very different health care reform measures this week as the AFL-CIO weighed in with labor's strong preference for the House bill.

The federation's Health Care Committee met Aug. 4 to study the proposals, finding that the House Democratic leadership plan, drawn up by Majority Leader Rep. Richard A. Gephardt (D-Mo.), ''comes closer to the AFL-CIO's longstanding principles for health care reform.''

The Gephardt plan calls for universal coverage with a comprehensive benefits package, financed primarily through a mandate that employers provide 80 percent of the health care premium and including provisions for cost containment.

The committee expressed disappointment with the Senate Democratic leadership proposal, unveiled by Majority Leader Sen. George Mitchell (D-Maine). It relies mostly on a subsidy system rather than a requirement that all employers pay their fair share of insurance cost.

The proposal includes a backup plan for an employer mandate if market reforms do not expand coverage to 95 percent of Americans by the year 2002.

But under the plan, ''employers would only be required to pay for half of their workers' premium costs — significantly less than the average employer pays today — thus leaving health coverage unaffordable to millions of working Americans and undermining a standard that has been established through

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Bill Burke/Page One Photography

These Service Employees were among the union members who rallied for health care reform on Capitol Hill Aug. 4 at the end of the Health Security Express. Among the speakers were Vice President Gore, AFSCME President Gerald McEntee and UAW President Owen Bieber.

Three strikes in little town

Decatur, Ill., is scene of key worker battles

By James B. Parks

The central Illinois town of Decatur has become a battleground for the key worker issues in the 1990s: job security in a global economy, the ''permanent replacement'' of strikers, labor-management cooperation, and the gutting of wages, benefits and long-established work rules.

Almost 4,000 people — about 7 percent of Decatur's entire work force — are involved in one of three strikes. Some 760 Paperworkers have been locked out at A.E. Staley Manufacturing for 14 months. About 2,000 UAW members walked out at the local Caterpillar plant in June and 1,200 Rubber Workers struck Bridgestone/Firestone in July.

Solidarity among the workers is high. More than 100 union members marched July 24 through the neighborhood where most of the managers of the three companies live.

''The march went fairly well,'' said David Watts, president of UPIU Local 7837. ''We marched about two miles in an educational program for the neighbors of the corporate warlords'' employed by the three companies, he said.

There was no confrontation with the police and no challenge from company executives, he said. In an earlier rally, police sprayed pepper gas on demonstrators at the Staley plant. The executives' neighbors whom marchers talked with were sympathetic, Watts said.



Michael Sacco/IBEW

A.E. Staley workers and supporters march to mark the first anniversary of the company's lockout.

All three disputes revolve around the issue of working conditions. The employers, claiming a need to become more competitive and flexible in the world

Continued on Page 5

Sprint shuts down Hispanic office to stop union vote

San Francisco

Sprint Long Distance shut down a highly profitable office a week before 235 mostly Hispanic workers were set to vote for a union.

The Communications Workers asked the National Labor Relations Board to rule that Sprint, a notorious anti-union firm, has gone too far with this blatantly illegal act.

Sprint on July 14 abruptly closed the offices of La Conexion Familiar (''The Familiar Connection,'' a subsidiary that services the Spanish-speaking community). Approximately 70 percent of the workers had petitioned for an election, which potentially would have been the first successful unionization campaign to date against the aggressively anti-union company.

In what was described by CWA President Morton Bahr as ''a brutal mass execution,'' Sprint management suddenly secured the La Conexion offices and told the workers to collect their belongings and leave the facility, after first submitting to body searches by corporate security.

The action came less than 60 days after the federal Commission on the Future of Worker-Management Relations reported that charges of such illegal discharges ''had risen five-fold, to almost 16,000 a year'' by the late 1970s, in contrast with the 1960s.

This section of the law, the commission said, ''pro-

Continued on Page 2

Labor seeks protection for part-time, temp workers

By James B. Parks

The AFL-CIO urged the Dunlop Commission to recommend changes in the federal labor laws to provide protection for the nation's 30 million contingent workers.

A group of labor representatives told the panel that the employer who controls the conditions of work should be responsible for assuring compliance with federal law. That responsibility should be clear, they said, whether the workers are technically employed by the business or by a temporary employment agency, an employee leasing company, a subcontractor or some other firm.

"The underlying assumption of our labor and employment laws was that the firms that produce goods and services would do so through the labor of individuals who work for the firms on a more-or-less permanent basis," AFL-CIO General Counsel Laurence Gold told the commission. "But that core assumption is less and less in touch with operational realities."

The increase in part-time and temporary work without full benefits and decent wages "threatens the economic security of all workers by dragging down wages and increasing wage income inequality," said Virginia duRivage, a research fellow at the Institute for the Study of Labor Organizations at the AFL-CIO's George Meany Center for Labor Studies.

"It weakens the public purse through lost tax revenues and higher public welfare costs for contingent workers," she said. "It increases the burden on good employers who are forced to subsidize the poor employment practices of other employers. And finally, contingent employment threatens to undermine the productivity and efficiency of the U.S. economy."

Ladies' Garment Workers President Jay Mazur told the commission that "much of the poverty and disorder in the world today stems from the system we have tragically allowed to develop, in which practical economic power has been allowed to divorce itself from legal responsibility."

Mazur decried the "resurgence of domestic sweatshops" in the garment industry caused by non-union companies moving in to replace manufacturers that were forced to close down by cheap-labor factories overseas.

Specifically, the labor panel recommended expanding the definition of "employee" to cover all workers who earn a living by selling their labor, including many of those currently labeled as "independent contractors."

With companies downsizing and reducing their staff levels, there simply are not as many full-time jobs available and exempting independent contractors from federal labor law is no longer viable, said Kim A. Roberts, assistant national director of the Television and Radio Artists.

For example, the three major networks reduced their full-time news staffs from about 400 in 1986 to just more than 200 today, she said. But many of those "lost" in those reductions were rehired as "freelance" or contingent workers without protection of labor laws, she said.

Jonathan P. Hiatt, general counsel of the Service Employees, pointed to SEIU's Justice for Janitors campaign as an example of how workers must cope with an absurd legal framework.

When SEIU tried to organize the janitors who cleaned Toyota's facilities in Los Angeles, they were employed by a contractor, Advance Building Maintenance, Hiatt noted. In the midst of the campaign, the workers' paychecks changed to Stafcor, an employee leasing company based in Texas.

Advance officials claimed only to be contract brokers and Toyota said it didn't know Stafcor was on the premises, Hiatt said. That made it almost impossible to figure out for whom the janitors worked and with whom they would bargain.

Several women's groups told the commission that eliminating the exclusion of supervisors from federal labor protections would give more women the opportunity for representation.

Some 40 percent of managers are women, but they tend to be in the lower supervisory positions earning on average 34 percent less than male supervisors, said Susan Bianchi-Sand, executive director of the National Committee on Pay Equity.

Unionization has been shown to raise the average wage of women workers, she said, and lifting the exclusion would give women better protection from discrimination and access to higher wages.

The commission, formally called the Commission on the Future of Worker-Management Relations, is chaired by former Labor Secretary John T. Dunlop. It issued a fact-finding report June 2 and will conduct four more hearings before issuing recommendations for changes in federal labor and employment laws later in 1994.

ORGANIZING

Court backs ACTWU

A U.S. District Court has issued a temporary injunction requiring Macclenny Products in Macclenny, Fla., to begin bargaining with the Clothing and Textile Workers on behalf of a unit of 170 production workers employed by the suit manufacturer.

ACTWU Executive Vice President Bruce Raynor, who directs the union's southern region, called the decision a "clear signal to lawbreaking companies across the nation — 'You are not above the law.' "

Federal Judge Harvey E. Schlesinger ordered the company to the bargaining table on the strength of NLRB findings that 86 union charges represented valid unfair labor practice complaints. ACTWU won a narrow 58-56 election at Macclenny Products last December but the company delayed bargaining for seven months while ballot challenges were considered.

LIUNA adds adult care unit

Laborers Local 571 rang up a victory for 267 employees staffing the adult day care center at the Washington, D.C., Center for Aging Services.

The unit of nurses aides, housekeepers, food service workers, maintenance personnel and day care center staff are contract employees for VMT Long Term Care Management, Inc. The vote July 28 in the National Labor Relations Board election was 127-76.

LIUNA President Arthur Coia said the union's seven-month campaign "demonstrates our strong commitment to organizing the unorganized in many industries."

CWA blasts Sprint for union dodge

Continued from Page 1

hibits discriminatory discharges and other retaliatory actions against union supporters."

In January, the federal commission — chaired by former Secretary of Labor John T. Dunlop — heard about how phony "Sprint Quality Committees" circumvent employees' efforts at forming a real union.

Among the company's weapons, said CWA Organizing Director Larry Cohen, is the "US Sprint Union Free Management Guide," which advises managers how to thwart union organizing. The La Conexion closing, however, probably sets a new standard for extreme measures to remain "union free."

Soon after the shut down, a top Sprint official who was briefing CWA officials on the action described the La Conexion workers as mainly "illegal immigrants" who spoke "Hispanic" and who had "bought" their $7 an hour jobs with bribes.

The San Francisco Examiner reported from the scene as the closing was announced. "Workers burst into tears," the Examiner said, "at least one woman fainted and paramedics were summoned." The leader of the paramedic team, Capt. Philip Harvey, said: "There was a point where we were going to offer the services of a psychological counseling team because we feared they might start calling 911 and overwhelm the system."

CWA asked the NLRB to re-open the office with an injunction under Section 10(j) of the National Labor Relations Act. The union also is calling for the labor board to proceed with a representation election.

Unfair labor practice charges formally were made against Sprint's parent company, GTE, on July 18.

Sprint bought the firm in 1992 after contracting with the company for several years to sell Sprint long distance service and provide Spanish-language customer services to Hispanic communities throughout the West and Midwest. La Conexion's business represents about 7 percent of the growing Hispanic market niche in long distance.

Sprint claims that it has closed the operation for economic reasons, but the company's general manager told the San Francisco Chronicle in March that La Conexion had been growing by as much as 20 percent a month for the past two years and that he projected that annual revenue would triple by 1996.

As recently as last month, a Sprint national newsletter had featured La Conexion as a unique and "very successful" marketing enterprise.

"They told us that the reason they're closing is they were losing money but that's a lie," said one of the fired workers, Argelia Ardon. "They closed us because we were organizing."

There had been rumors that Sprint would shut down La Conexion if the workers voted to unionize, a CWA spokesman said. "We view this as sending a message throughout Sprint that this is what happens if you try to unionize," he said.

Under current law, remedies are inadequate "compared to the remedies available to employers against the unfair labor practice of unions, the secondary boycott that was outlawed by the 1947 Taft-Hartley amendments," the Dunlop Commission found.

The commission also pointed out that workers have better remedies under federal civil rights laws than under the basic labor law.

— Press Associates

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Bill Burke/Page One Photography

Delegates to the Electronic Workers Leadership Conference head to Capitol Hill to lobby their members of Congress on trade, health care reform and needed change in labor law.

IUE vows fight to save U.S. jobs

By Sharolyn A. Rosier

The Electronic Workers Leadership Conference reaffirmed the union's determination to fight for U.S. jobs and job security, as well as for reform of the nation's health care system and better protection of worker rights.

IUE President William H. Bywater and Secretary-Treasurer Ed Fire led delegates to Capitol Hill to emphasize their concerns with individual members of Congress.

In his keynote address, Bywater pointed out that labor is not beholden to any political party, but will go to the barricades for those who support working people.

''We need to show our support for those members of Congress, both Democrat and Republican, who have continually stood behind the interests of working Americans, and we must fight those who fight against us,'' he said.

''You are the leaders,'' Bywater told the delegates. ''Don't be afraid of your congressmen. You put them in office. They're supposed to respond to what you want.''

Sen. Jay Rockefeller (D-W.Va.) urged delegates to be firm in their discussions with members of Congress about the need for health care reform. ''Pin them down to universal coverage. Pin them down to an employer mandate. Pin them down to strong cost containment. Don't budge one inch on that,'' he said.

Without the AFL-CIO, the movement for universal coverage and employer mandates would be nowhere, Rockefeller added.

AFL-CIO President Lane Kirkland told the conference not to be discouraged.

''Each and every one of you have every right to be proud of the effort we put forth to convince members of Congress what we knew in our hearts and in our minds to be the truth — that NAFTA is a bad deal for working people, and that the right to strike must be restored in this country.''

Kirkland said the efforts on these issues are a demonstration ''that this movement cares deeply about the future of working people, their communities and their country. They were examples of trade unionism's unyielding dedication to the cause of helping workers in every country pursue their aspirations for justice, dignity and a better life.''

Rep. Marcy Kaptur warned of the dangers the General Agreement on Tariffs and Trade poses to U.S. workers, especially in the electronics and automotive industries.

''Some people still don't get it,'' she said. ''When countries we trade with do not match our labor standards, we will continue to be undercut by poverty-level wages that lure businesses into leaving the United States.''

Fire, who led a panel discussion on U.S. trade policies, noted that ''GATT is a gun and it is pointed right at the heads of American workers.'' Other labor officials on the panel were Clothing and Textile Workers President Jack Sheinkman and AFSCME Secretary-Treasurer William Lucy.

Delegates also participated in a panel discussion on worker rights, with AFL-CIO Secretary Treasurer Thomas R. Donahue reporting on the Dunlop Commission's report. Other panelists were Rep. Eleanor Holmes Norton (D-D.C.); IUE District 11 President George Clark; U.S. Department of Labor Women's Bureau Director Karen Nussbaum; and John Carr, secretary for social development and world peace for the U.S. Catholic Conference.

Other speakers included Peter di Cicco, secretary-treasurer of the AFL-CIO Industrial Union Department; Jim Hightower, nationally syndicated radio commentator; and Ralph Jimenez, president of the Labor Council for Latin American Advancement.

Unions: 'Postal workers can deliver'

The U.S. Postal Service would not have problems with poor mail delivery if it treated its employees with respect instead of as cogs in a machine, postal union leaders told Congress.

''Today's difficulties have roots in an unrealistic and poorly executed emphasis on automation that shifted the emphasis too rapidly from reliance on the knowledge and skills of employees,'' Postal Workers President Moe Biller told the House Post Office and Civil Service subcommittee on postal operations and service.

The USPS automation plan was implemented too quickly and at a time when restructuring resulted in a significant reduction of experienced workers, Biller noted.

While instant solutions are not at hand, Biller said, the ''answer will be found in better long-term planning, which makes better use of human resources, in conjunction with a more rational, phased-in application of automation.''

Letter Carriers President Vincent R. Sombrotto, in earlier testimony, said the problems have occurred because of a reluctance to discipline poor managers.

Treating craft employees and management differently breeds a culture of resentment and inefficiency, he said. Sombrotto cited the disparity in punishment that followed the discovery of postal problems in Chicago, where management personnel were reshuffled and relocated but union employees were fired.

''Letter Carriers believe that any deliberate attempt to delay or destroy mail should be dealt with immediately and severely,'' Sombrotto said. ''Reassignment of management should not be an option, while craft employees are fired.''

CAPITOL DIGEST

After surviving an initial attack in the Senate, the AFL-CIO was preparing for a second assault on the Davis-Bacon Act in early August.

Sen. Larry Craig (R-Idaho), a longtime foe of the law, tried unsuccessfully to amend the Improving America's School Act, S. 1513, to gut the prevailing wage provisions. His amendment was defeated by a 56-44 margin Aug. 2.

Craig offered an amendment to remove Davis-Bacon language from a provision calling for new construction and repair work for U.S. schools. The provision is identical to ones in more than 60 other federal statutes that provide federal funds for construction.

The Senate was expected to take up FY 1995 Labor/Health and Human Services appropriations, H.R. 4606, in early August. The bill would continue the ban on two Bush-era Davis-Bacon regulations concerning ''helpers'' and apprenticeship programs. Opponents are expected to offer an amendment to strike the ban.

The current ban prohibits the Department of Labor from spending any money to implement those regulations. The Clinton administration supports the ban and is looking for a permanent solution. The Senate turned back a similar attempt during consideration of the FY 1994 appropriations.

Meanwhile, in the House, the Public Works Committee approved an amendment to clarify that Davis-Bacon protection applies to Superfund projects. The Superfund was created to identify and clean up hazardous waste sites while recovering costs from the responsible parties. The amendment to the Superfund Reauthorization, H.R. 3800, was offered by Rep. Nick Joe Rahall (D-W. Va.).

Elsewhere on Capitol Hill:

EDUCATION — After rejecting an amendment that would have benefited private schools at the expense of tax-supported public schools, the Senate Aug. 2 passed an education bill backed by labor.

The amendment, defeated by a 45-53 vote July 27, would have established a voucher system for some students to pay the cost of attending private schools.

''Using this bill as a vehicle to subsidize private schools will do nothing at all to improve the quality of American education,'' AFL-CIO Legislative Director Robert M. McGlotten said in a letter to the Senate. ''It will drain needed resources from public schools, further divide students on class, religious and ethnic grounds and it will create blatantly unfair competition.''

The bill, S. 1513, reauthorizes the Elementary and Secondary School Act and ties it and other federal education programs to Goals 2000, the Educate America Act, and to systemic educational reforms.

S. 1513 also included provisions of another labor-backed bill, S. 1020, which encourage worker and union involvement in new workplace technology and high-tech job skills.

CIVIL RIGHTS — Banning discrimination in employment because of one's sexual orientation ''is a matter of simple justice,'' AFL-CIO Civil Rights Director Richard Womack told the Senate Labor and Human Resources Committee.

''It is a fundamental principle of the AFL-CIO that civil rights be extended to all citizens in a democratic society,'' Womack said in support of S. 2238, the Employment Non-Discrimination Act of 1994. ''We believe that it is the responsibility of trade unions to guarantee that workers be judged on their work and not by irrelevant criteria that address their private lives,'' he said.

MARITIME — The House approved by a 294-122 margin an AFL-CIO-backed bill which will increase support for the U.S. merchant marine and for American shipyards.

''The need for this measure is the direct result of foreign shippers and governments who use unfair subsidies and engage in unfair practices which undermine the U.S,. maritime industry,'' McGlotten said in a letter to the House.

The House adopted, 268-153, a tonnage tax developed by the Merchant Marine Committee over one by the Ways and Means Committee. It could raise some $1.3 billion over 10 years, which supporters said would help both ship operators and ship builders.

— Compiled by Mike Hall

S. 55 defeat shows need for political action

By Michael Byrne

AFL-CIO President Lane Kirkland issued a stern warning to employers who seek to ''permanently replace'' striking workers, vowing that labor would ''assist any and all who fall victim to this disgraceful tactic.''

''We will spare no resource to ensure that 'permanent replacements' are never permanent and that employers who resort to this approach are marked in their community as unworthy of patronage by decent citizens,'' he said.

But labor learned a valuable lesson in months of fruitless attempts to get S. 55, the Workplace Fairness Act, past a Republican filibuster, Kirkland said. ''The simple fact of the matter is that we need more friends and fewer enemies in the U.S. Senate.''

That prescription will not be easy this November, however. Not only does the off-year election traditionally provide gains for the party that loses the White House, but Democrats this year have far more seats to defend and fewer incumbents to defend them with. Consequently, the Senate is in danger of coming under GOP control, and House Democrats could see their 78-vote advantage cut drastically, or lost altogether.

Labor is losing many great Democratic friends to retirement, including Sens. Howard M. Metzenbaum (Ohio) and Donald W. Riegle Jr. (Mich.), 94 percent and 93 percent COPE voting records, respectively, and Reps. William D. Ford (Mich.) and Don Edwards (Calif.), 97 percent and 95 percent.

There will be a new majority leader in the Senate even if the Democrats hold on to control as Sen. George Mitchell (86 percent COPE record) has announced his retirement. His Maine seat also is being hotly contested by Republicans.

Twenty-two of the 35 Senate seats up for election are held by Democrats, while 30 of the 49 vacant House seats were held by Democrats. Republicans also are poised to seize control of more statehouses, as 22 of the 36 governors posts up for grabs are held by Democrats.

''We worked so hard to elect a Democratic administration that would advance worker concerns,'' said COPE Director Richard Walsh. ''Now, if we don't push in every state, we could see the masters of gridlock succeed in throttling those initiatives.''

In his first two years, President Clinton has been actively pursuing an agenda for workers, rescinding four anti-union executive orders by Presidents Reagan and Bush and pushing comprehensive health care reform to the brink of enactment. He has strongly endorsed reform of the nation's job safety laws, and his proposals to revitalize the unemployment and welfare systems put a premium on the value of work.

He has embraced workplace fairness — both through support for S.55 and through creation of a workplace commission that has reported on the national drift toward a two-tier labor market ''with an upper tier of high-wage workers and growing underclass of low-paid labor.''

Clinton met other trade union objectives when he signed the Family and Medical Leave Act and Hatch Act Reform, and his budget plan restored taxes on the wealthy Reagan-Bush constituency.

Clinton also signed the labor-backed ''motor-voter'' bill that makes it easier for voters to register, but unfortunately that law to help bring more working people to the polls is not in effect this November. Unions will try to do it the old-fashioned way, with telephone calls, one-on-one discussions on the job and after work, door-to-door canvassing and a final rush to get out the vote.

''But it will be tough,'' Walsh said. ''Many incumbents, some of our strongest allies, are in trouble in the polls. Harris Wofford (D-Pa.), who came into the Senate three years ago on a tide for health care reform, could be swept out by the continued dissatisfaction with government stalemate and gridlock.''

The voter resentment and growing cynicism that expelled Bush and a host of incumbent members of Congress seems to have spilled over again. In Virginia, it has spawned an unlikely four-sided race that pits Democratic Sen. Charles Robb against the former governor and erstwhile presidential candidate Douglas Wilder, Republican right-winger Oliver North and his patrician counterpart, Marshall Coleman.

Robb, with an 72 percent COPE voting record, was endorsed July 30 by the Virginia AFL-CIO, which will work with local unions to mobilize the labor vote. ''If the Democrats don't get behind Robb, the state could have a Sen. Oliver North,'' Walsh said.

Sen. Frank Lautenberg (D-N.J.), with a 90 percent COPE record, also is vulnerable in the same political environment that sent a Republican to the statehouse last year and nearly sent Sen. Bill Bradley to the sidelines two years ago, Walsh said.

''Lautenberg backed labor on NAFTA, S.55 and many other issues,'' Walsh said. ''We need to keep people like him in the Senate.''

Even Massachusetts Sen. Edward M. Kennedy (92 percent COPE voting record) may face trouble against the expected Republican candidate, Willyard Romney. Kennedy is chairman of the Labor and Human Resources Committee and has been the Senate's staunchest defender of workers and their unions for three decades.

Besides losing Ford and Edwards, the House will miss Reps. Lucien E. Blackwell (D-Pa.) and Craig Washington (D-Texas), 100 percent and 96 percent COPE records, who were defeated in the Democratic primaries. Reps. Alan Wheat (D-Mo.), 97 percent, and Thomas H. Andrews (D-Maine), 94 percent, are leaving the House to enter tough Senate races.

Among the gubernatorial races, COPE-endorsed Rep. Howard Wolpe eked out a narrow Democratic primary victory Aug. 2, setting up a confrontation with Michigan Gov. John Engler. In California, Kathleen Brown, daughter and sister of two former governors, carries the COPE endorsement against Republican Gov. Pete Wilson.

Corporate PACs continue to outspend labor

Corporate and trade association political action committees (PACs) outraised and outspent workers PACs by more than 2-to-1 during the first 15 months of the 1993-94 election cycle, federal figures show.

That edge expands to more than 3-to-1 in actual donations to candidates, continuing a wide edge over workers and their unions that has persisted through many elections.

Federal Election Commission figures from January 1993 through March 31 of this year show labor committees raised $54.14 million and spent $42.16 million, including $15.25 million in contributions to candidates.

But corporate PACs and their trade and professional association allies raised a combined $124.5 million, spent $99 million and donated $52.2 million to candidates in that time.

The campaign finance figures point up the disadvantage workers and their unions have in raising campaign money: They cannot match the large sums of money given by business executives. Trade associations rely on business members or Washington lobbyists for their campaign contributions.

But labor offsets its dollar disadvantage with people, especially during general election campaigns.

Like workers, campaign finance committees for businesses and trade associations spent much of their money during the 15 months in 1993-94 on raising money and on paying for other services, not on contributions to candidates.

That reflects the fact that, except for special elections, 1993 was a political ''off year.'' The only major elections during the year were gubernatorial races in Virginia and New Jersey, a U.S. Senate special election in Texas, a handful of House races and several mayoral campaigns, including New York and Los Angeles. Aided by proportionally more PAC dollars from business and trade groups, the GOP won all the big races.

Democrats received 94 percent of all campaign contributions from labor PACs last year, while the business PACs favored Democrats by a 52-45 percent margin. Trade association PACs favored donations to Democrats by a 58-42 percent edge.

Business and trade association PACs had a combined $79.5 million in the bank, compared to labor's $35.25 million.

— Press Associates

Re-Employment Act clears first congressional hurdles

By Candice Johnson

The overhaul of the nation's job training system proposed by the Clinton administration is making its way through Congress, where labor representatives continue to support it while advocating some improvements.

The Re-Employment Act of 1994 was marked up by the human resources subcommittee of the House Ways and Means Committee and still must be considered by the House Education and Labor Committee.

Ways and Means Acting Chairman Sam Gibbons (D-Fla.) said the full committee will work as quickly as possible to get the measure to the House floor.

The bill seeks to consolidate job training and assistance programs, offering ''one-stop centers'' for information and assistance and providing for job training.

In the Senate, a hearing by the labor subcommittee of Labor and Human Resources took up the issue of how dislocated and unemployed workers best can be served.

Service Employees President John Sweeney told the committee that a system using the existing Employment Service as the lead agency in the plan for ''one-stop shopping'' would be much more effective than the proposed competitive scheme.

The bill now ''would allow states to force the Employment Service to compete with private agencies in order to be selected as one-stop career centers,'' he noted. This could have the effect of trading ''public-sector accountability for a private-sector monopoly, with no discernable improvement in service'' — or worse, a system where private-sector operators face no sanctions for poor performance in areas where there are no alternative operations.

Testifying before the House subcommittee, chief AFL-CIO economist Rudy Oswald reaffirmed labor's support for the measure, which would provide nearly $1.5 billion in 1995 for retraining and income-support funds for dislocated workers, as well as improved services for the unemployed. The total training and services package would cost about $13 billion over five years under the subcommittee plan.

Oswald endorsed one of the plan's funding mechanisms, the permanent extension of the Federal Unemployment Tax Act, which would be used to finance income-support payments for workers in retraining programs. He called the proposed use of these funds ''an important and worthy use of this money.'' The tax, a 0.2 percent levy on payrolls, was first adopted in 1977 and is set to expire in 1998.

But the AFL-CIO opposes provisions to cap the training income assistance, stressing that income support should be available to all dislocated workers.

In his testimony to the subcommittee, Labor Secretary Robert B. Reich said the extension works out to about $11 a year per worker, ''a small investment'' that will result in a better trained and adaptable workforce.

The AFL-CIO also strongly opposes a proposal to eliminate trade adjustment assistance and the TAA component of the North American Free Trade Agreement, Oswald told the subcommittee.

''The rationale for TAA is even stronger today than when President Kennedy first proposed the program more than three decades ago,'' he said. ''At a time when the nation's trade deficit remains very high, and the administration is pursuing trade agreements that will cause the loss of even more jobs, it would be a serious mistake to end TAA,'' he declared.

Oswald noted that the eligibility rules for participating in training and income support programs are exclusionary, because they require that workers be eligible for unemployment insurance.

He pointed out that less than a third of the unemployed currently receive jobless benefits, often because state regulations place extreme restrictions on application and eligibility. In addition to these restrictions, the rigid deadlines under the REA for enrolling in a training program make it very likely that many displaced workers will have only limited access to the program, he cautioned.

The AFL-CIO also is concerned that the proposed Workforce Investment Boards and other state and local planning agencies provide for greater labor participation. Sweeney and Oswald, in their testimonies, recommended equal representation of labor, employers and community groups on the boards.

Solidarity strong among striking Decatur unions

Continued from Page 1

market, have demanded changes in longstanding relationships with their workers.

No way to cooperate

The heavy-handed tactics by the three companies stand in stark contrast to labor's repeated calls for true cooperation between labor and management to create the kinds of workplaces that America needs to succeed and compete.

The AFL-CIO Executive Council in 1993 condemned the Staley management for trying to bust the union and for "poisoning the relationship between labor and management. They make it far more difficult to settle the dispute." Staley workers were members of the Allied Industrial Workers before merger with UPIU.

"Workers, through their unions, have led the way in many of the most successful partnerships in the auto, steel, tire and telecommunications industries," AFL-CIO Secretary Thomas R. Donahue said. "The simple truth is that there can be no real partnerships between employers and employees without a fundamental respect for the rights of the other, including the right to choose union representation."

That respect is missing at Caterpillar as the farm equipment giant flatly refused to deal with its workers in the fashion of such others in the industry as Deere & Co. Caterpillar had a model relationship with its workers before the current management team took over, demanding givebacks and provoking a five-month strike starting in November 1991.

The workers returned to work in April 1992, after the company threatened to hire "permanent replacements." They worked under an imposed contract and conducted an in-house campaign to force Caterpillar to negotiate.

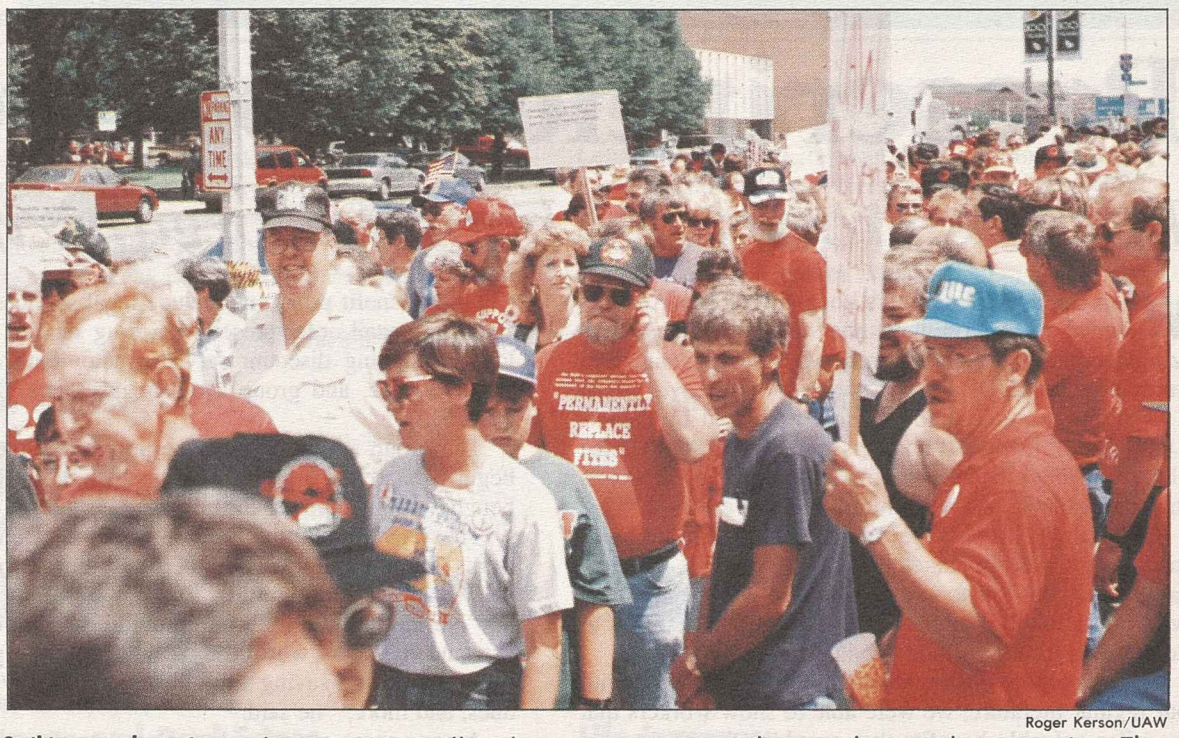
Workers strike back

After the company had accumulated 92 unfair labor practice complaints from the National Labor Relations Board and walked out of a federal mediation session, some 14,000 workers had seen enough and struck June 21.

The strike is beginning to take its toll. The union estimates that Caterpillar's profits could be cut by $20 million in the third quarter. The company's second quarter profits "show that demand is at peak levels," said UAW Secretary-Treasurer Bill Casstevens.

"This means the company needs its skilled and experienced work force now more than ever," said Casstevens, who heads the union's Caterpillar Department. "The unfair labor practice strike is having and will continue to have a dramatic impact on production."

The union also has asked state officials to investigate whether the company is violating the law by forcing managers, salaried workers and new hires to work seven days in a row. A July 21 memo from the company's labor relations manager, which the UAW obtained, outlines a plan to circumvent the law against the seven-day workweek.



Roger Kerson/UAW

Striking workers from three Decatur, Ill., plants march through the neighborhood of many of the executives who run the struck companies. The educational picket drew a positive response.

"When you're working people seven days a week, that's not business as usual," said UAW Local 974 President Jerry Brown. "The company has been distorting the truth about what's happening inside the plants."

To show its determination, the UAW executive board voted unanimously July 29 to give a special benefit to Caterpillar workers, bringing their weekly benefit up from $100 to $300. The union will continue to pay for health benefits for striking members.

International fight

The scenario was the same at Staley, where the first contract proposal by the new owners, British conglomerate Tate & Lyle, included major changes in work rules. The company wanted workers to rotate between day and night shifts of 8 and 12 hours, to eliminate seniority rights and to cut the work force by two-thirds.

The union rejected the demands but refused to strike for fear of the use of "permanent replacements." Rather, they began a "work-to-rule" campaign inside the plant and a corporate campaign directed at Tate & Lyle outside.

Staley imposed its final offer in November 1992, weakening health and safety protections, mandating 12-hour shifts with no overtime, and instituting two-tier wages and open-ended subcontracting. The company locked out workers on June 27, 1993.

The Staley workers have drawn tremendous union support. At the international level, unions that represent Tate & Lyle workers throughout the world formed an ad hoc council that recently distributed newsletters and corporate campaign literature at plant gates in the United States, Canada and Britain.

Escalating campaign

The UPIU escalated its campaign July 14, filing a written notice that it intends to sue Staley to force it to clean up its abandoned landfill near the plant. "We know that hazardous materials are buried . . . because we dumped them ourselves under company orders," said Local 7837 Vice President Bob Hull.

Results from an independent laboratory confirmed the presence of heavy metals and solvents in the sludge beneath a creek that flows along the boundary of the landfill, the union said.

At Bridgestone/Firestone, the new Japanese owners also balked at terms accepted by other tire makers and refused to continue negotiations. Like Caterpillar, Bridgestone/Firestone is the only major manufacturer in its industry rejecting a fair settlement.

"The company wants to reinvent the entire contract," said URW Organizational Director John Sellers. "They want to rewrite and reinterpret nearly 60 years of bargaining history. Something of this magnitude cannot be construed as mere 'work rule changes.'"

In its last offer, Bridgestone/Firestone demanded a $5-an-hour wage cut for some classifications and a new-hire wage that is nearly 30 percent less than the current rate.

The company also wants to reduce wages through changes in incentive pay, by eliminating premium overtime pay, and by forcing employees to work scheduled holidays at a reduced rate. Rejection of the company's "final offer" prompted the July 21 walkout.

Davis-Bacon reform bill would let workers sue for lost wages

By Mike Hall

The AFL-CIO is backing a Clinton administration proposal to reform the Davis-Bacon Act, increasing the threshold at which the wage rule applies and substantially reducing the paperwork burden on employers.

The bill also would allow workers to sue contractors who fail to pay prevailing wages on any federal or federally funded construction projects.

"The bill resolves many of the concerns we who seek to protect workers have and at the same time it addresses the perceived needs of the federal procurement agencies," Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, told the Senate Labor and Human Resources Committee.

The administration proposed Davis-Bacon reform to "reduce bureaucratic costs and help small business, while refusing to mount an attack on the wages of construction workers," said Steve Kelman, administrator for federal procurement policy.

Georgine noted that the purpose of the Davis-Bacon Act is "as valid today as when it was originally enacted in 1931. We need to protect workers from exploitation."

"The construction industry is being driven increasingly by greed," he said. "Cheating on government-funded construction projects occurs on a daily basis. Dishonest contractors, left undetected, steal from the government and their workers."

The Clinton administration "remains strongly committed to the protections that the Davis-Bacon Act and other laws provide workers," said the bill's sponsor, Sen. Paul Simon (D-Ill.).

Backers of the bill, S. 2328, are working to get it to the floors of both houses before Congress adjourns in the fall.

Earlier this year, the House Education and Labor Committee marked up its version, H.R. 1231, and a Senate Labor subcommittee also has reported a Davis-Bacon reform bill. The new measure is similar to the earlier pair of labor-backed bills.

The most significant difference is a new provision allowing workers who have been underpaid to sue in federal court for those unpaid wages.

"This approach will substantially increase enforcement activity without increasing the cost of the federal government," Georgine told the panel.

"This provision is similar to rights currently available to workers under other labor laws, such as the Fair Labor Standards Act, and will serve to supplement the Department of Labor's enforcement efforts," Kelman said. "This is a tool to empower workers."

Currently, Davis-Bacon applies to all federal and federally funded construction projects costing more than $2,000. Under the administration's proposal, the threshold would rise to $50,000 for repair or rehabilitation projects (higher than the original bills' rehab thresholds) and $100,000 for new construction. That would be the first threshold increase since the 1930s. The thresholds would be indexed for inflation every five years.

The act has been a favorite target for Republicans who for decades have tried to limit or eliminate prevailing wage protections. Several times a year in each house, anti-Davis-Bacon lawmakers offer amendments to various bills that would gut or eliminate Davis-Bacon protections. **(See Capitol Digest, Page 3).**

"Hopefully passage of this package will put an end to the constant assaults on the Senate floor that attempt to impose harmful thresholds on Davis-Bacon or otherwise undermine its coverage," said Sen. Edward M. Kennedy (D-Mass.), who authored the Senate's earlier Davis-Bacon reform bill.

The latest bill would eliminate 75 percent of the paperwork required for employer payroll reporting. It also would require the Department of Labor to issue more timely wage surveys and clarify how state or local prevailing wage laws apply to Davis-Bacon.

Prescription for growth: Union

Benefits prove to be boon for organizing

When Operating Engineers Local 501 in Los Angeles signed on 2,000 new members in a statewide organizing campaign, organizers from other unions wanted to know how the IUOE local did it.

The answer, area union leaders were told by Dennis Lundy, IUOE Local 501 business representative, lies in the Union Privilege benefit programs, key organizing tools that are available to every union.

''We simply ordered the Union Privilege literature and made sure it was distributed among our members,'' Lundy said. ''Our goal was to make the public-sector employees we work with more 'union friendly.' And the best way to do that was through Union Privilege.

''By incorporating the benefits information along with our regular literature, we were able to show workers that we offer valuable benefits they wouldn't be able to get anywhere else,'' Lundy said.

A tool for organizers

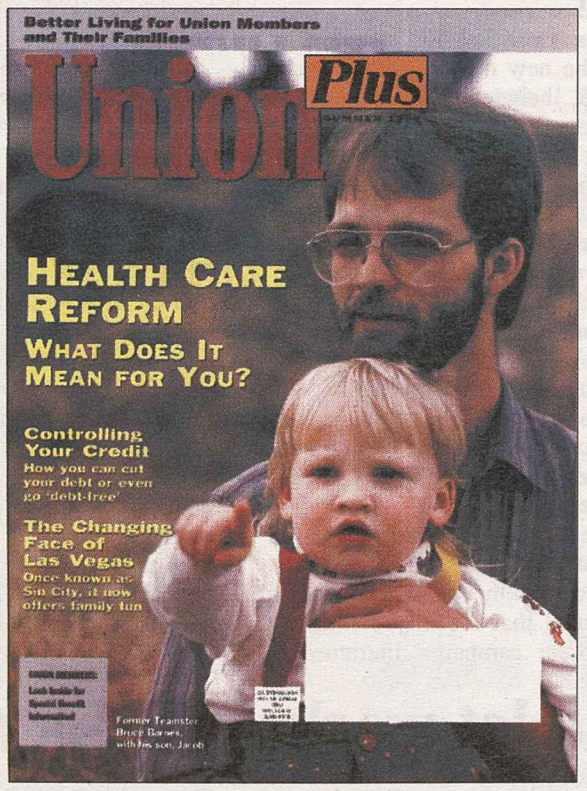
Lundy is one of many who have discovered the utility of Union Privilege.

Margie Engels, a business representative for Hotel Employees and Restaurant Employees Local 737 in Orlando, Fla., offered the benefits to members — Disney World employees — after learning about them at a leadership seminar at HERE's headquarters in Washington.

Six months later, ''we've signed on more than 500 new members, and I give most of the credit to Union Privilege,'' she said.

Arnold Moreland, business manager for the Mid-Atlantic Public Service District Council and a Laborers' representative, learned about the utility of Union Privilege benefits in organizing while working with Machinists organizer Ken Walsh during a campaign with shipbuilders in Norfolk, Va.

''Ken was taking the Union Privilege promotional materials and *Union Plus* magazine door to door, and when I saw how many IAM members he was able to sign up with Union Privilege alone, I was sold,'' Moreland said. ''I now make Union Privilege a regular part of my shop steward training, and I use the promotional materials routinely in campaigns. Union Privilege is exceedingly valuable in organizing.''



As news of the program benefits continues to spread throughout the ranks of working Americans — through ads, articles, fliers or word of mouth — unions increasingly are relying on Union Privilege to help them expand their membership totals and service existing members.

''We're seeing a lot more unions using the Union Privilege benefits, particularly for organizing purposes,'' said Union Privilege President Charles McDonald. ''Whether for internal organizing in open shops, getting the union's name established in newly organized locals or recruiting and retaining members, Union Privilege programs help boost membership.''

A history of growth

Union Privilege programs took off almost from their inception in 1986, one of the innovations spurred by the landmark 1985 report, ''The Changing Situation of Workers and Their Unions,'' by the AFL-CIO Committee on the Evolution of Work.

The first program, the Union MasterCard, has continued to be most successful. As of June 30, nearly 2.25 million union members held the cards, which offer an interest rate that is among the lowest in the country.

A mortgage program introduced in 1991 also has performed spectacularly, generating nearly $700 million in home loans as of June 30. Nearly 26,000 union members called the mortgage hotline in the first half of 1994 alone.

Other benefit programs include legal services, life insurance, a mail-order prescription drug service, personal loans, shopping discount service, motor club and auto repair service, and group accident insurance. **(See box, Page 7).**

The group accident insurance program is the newest, begun in March of this year. Already, 315,014 union members have signed up for the coverage.

The rapid growth of the programs, McDonald said, stems from the variety of members-only benefits not available to the general public.

''No dues money goes into providing any of the benefits, and members who take advantage of the programs generally end up saving what they pay annually in union dues, and more,'' he said.

Among some of the exclusive program features are:

• Financial assistance for Union Member Mortgage and Real Estate participants who are unable to meet their monthly mortgage payment because of a prolonged strike, lockout or disability.

• Strike-related ''skip-payment'' provisions in the Life Insurance, Loan and Union MasterCard programs.

• ''Open credit'' on Health Needs Service prescription purchases made during union-sanctioned strikes lasting more than 30 days.

''Because individual members are united in the program with more than 13 million other AFL-CIO trade unionists, they can get a much better deal on a wider range of benefits and services than any one member could ever hope to gain on his or her own,'' McDonald said.

Internal Organizing

The Union Privilege programs are especially effective in states that ban the union security clause in collective bargaining agreements, the so-called ''right-to-work'' states, where free riders gain the benefits of unionism without paying. Engels made this discovery by chance recently while preparing for HERE's upcoming contract negotiations with Disney World.

''We've been out in the field getting workers' proposals for our new contract and handing out the Union Privilege information along with our regular union literature, and a lot of non-members — people who have worked for Disney for years without joining the union — are asking about the programs and what they have to do to become members,'' she said.

Lundy, who also relies on Union Privilege to ''organize the organized,'' noted the benefit programs provide ''a more human touch,'' from the union.

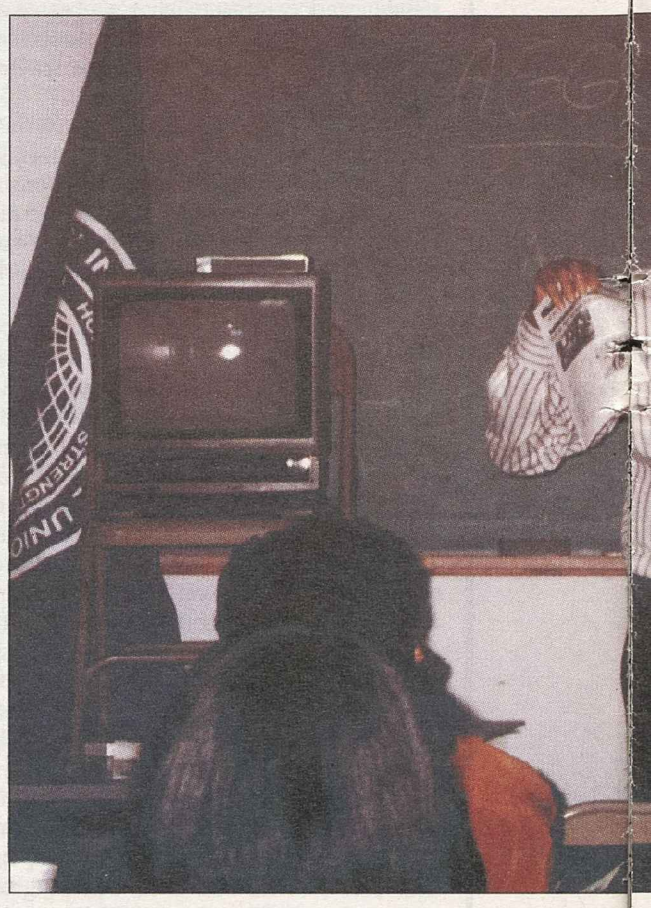
''Union Privilege definitely is a plus for us,'' he said. ''The benefit programs are a tool that all locals should take full advantage of because they show not only what the union has to offer, but that we have gone above and beyond, and are reaching members on a more direct and personal level.''

Toll-free access

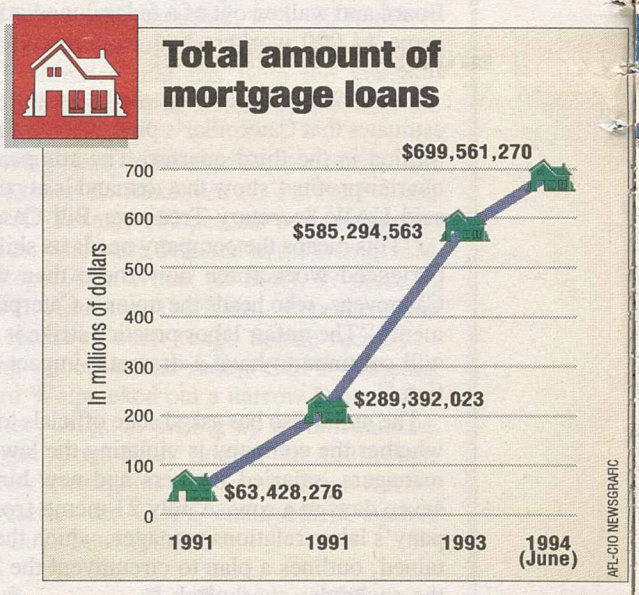
A measure of Union Privilege's popularity is the volume of calls and requests for materials the organization receives from members.

''The toll-free member service number was installed early in 1993 and we reached the 100,000-caller mark before the end of the first year,'' noted McDonald. ''So we know, from the number of calls received, that members are hearing about the programs, that they're popular and that they're being used.''

The toll-free member line not only serves members, it also helps Union Privilege monitor and track the progress being made in each program. ''Through the member service number, we can tell which programs are most successful, what program aspects members like and don't like, and where we need to make improvements — because we hear it from the members themselves,'' McDonald explained.



Laborer's representative Arnold Moreland tells a shop steward training session how Union Privilege benefits can boost union organizing efforts. Among the most popular



Union Privilege has benefited from the addition last year of a toll-free telephone number that local union leaders can use if they have questions or need service. The number generated nearly 10,000 calls from leaders during the first year, and more calls are expected as the line becomes better known.

''The leader line is our direct link with local leaders and other union representatives,'' explained McDonald. ''The toll-free number benefits local leaders and it benefits Union Privilege, because it puts us in touch with the leaders who play an instrumental role in making our programs so successful.''

Union Privilege also uses the toll-free member phone line to gauge the effectiveness of its publicity efforts.

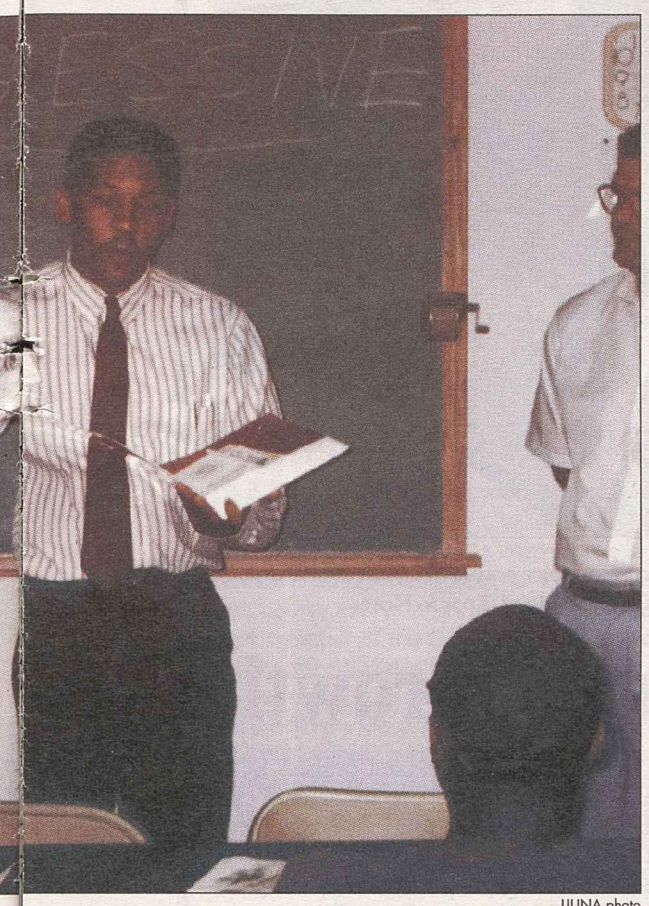
''The number of phone calls from members always goes up dramatically — to as many as 800 calls per day or double our normal volume — following a major union promotion or membership mailing,'' said David Sorenson, manager of Union Privilege's Member Service Center.

Union Privilege programs are publicized in a variety of ways, including ads in union publications, mailed solicitations to members, articles in *Union Plus* and posters on shop-site bulletin boards.

Personal testimony

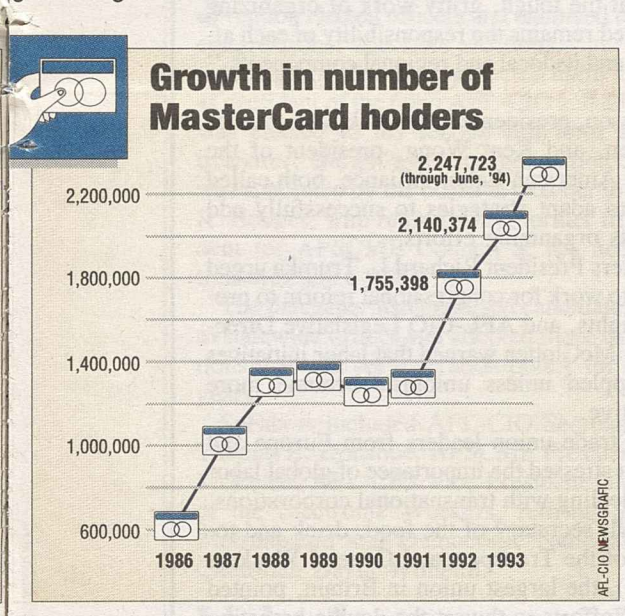
But McDonald said that the benefit programs have been boosted most effectively through the personal en-

Privilege



LIUNA photo

benefits are the Union MasterCard, the inaugural program in 1986, and the Mortgage and Real Estate program, begun in 1991.



dorsement of union leaders and activists.

"I use the programs myself, I believe in them. And I tell members that when I'm organizing," said Moreland. "It really helps my credibility when I flash my Laborers' Union MasterCard and talk about the low interest rate I'm getting, or when I tell a member that I was able to get supplemental coverage through the union's life insurance program."

The Union Privilege slogan, "It doesn't cost to join the union, it pays," really is true, added Engels. "I believe in what I am saying because I've seen the way our members have benefited.

"So when I am working with a group of local shop stewards, I take that phrase one step further: I tell them it 'pays to promote Union Privilege.' The payoff for us is reflected in increased membership and in satisfied members," she said.

Lundy perhaps summed it up best: "When I go out to organize with the Union Privilege materials and I see longtime workers who never wanted to join the union before suddenly asking about how they can become members, I know what has sparked their interest. It's not the union, it's Union Privilege."

For more information on Union Privilege, or to order promotional or organizing materials, union leaders may call 1-800-472-2005. Members interested in finding out more about the Union Privilege programs may call 1-800-452-9425.

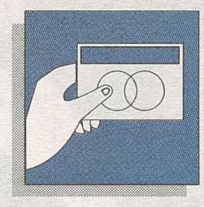
— Cindy Price

Union Privilege benefits at a glance

Union Privilege provides union members and their families with high-quality benefits and services not found in the general marketplace. The programs most unions subscribe to include Union Member Mortgage and Real Estate, Union MasterCard, the Legal Service, the Life Insurance Program, the Loan Program and the Health Needs Service. Also catching on are newer programs — Union Driver and Traveler, Union Shopper, Union Members Accident Insurance Plan and Union Member Discounts.

Here's what Union Privilege has to offer:

Union MasterCard®



A special union-negotiated no-annual-fee credit card with a low 12.25 percent variable annual percentage rate (APR) — one of the lowest rates in the nation. Other benefits include no fees for automatic teller machines (ATM) use, cash advances or checks.

Union Member Mortgage and Real Estate



A union-members-only program that features competitive-rate mortgages with as little as 5 percent down and strike protection. Other benefits include a mortgage assistance fund, special help for first-time home buyers and savings on real estate services.

Legal Service



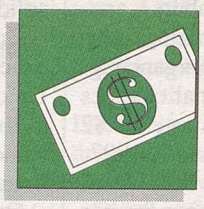
Free and discounted legal assistance from lawyers who know union members. Includes a free 30-minute consultation and free follow-up to minor problems, plus 30 percent off more complicated legal matters.

Health Needs Service



A discounted mail-service pharmacy program offering savings on prescriptions for the whole family, including relatives.

Loan Program



Low-interest personal loans with lower rates and longer terms for more affordable monthly payments.

Union Driver & Traveler



A motor club, car repair service and travel service rolled into one convenient, inexpensive program. Benefits include towing, savings on car repairs at more than 30,000 shops nationwide, and 5 percent cash back on air and Amtrak train fares.

Life Insurance



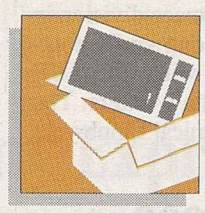
Supplemental term life insurance with guaranteed coverage for any union member. Low group rates, up to 25 percent below comparable plans.

Union Member Discounts



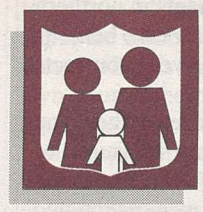
Savings on a variety of consumer products and services, including discounts on union-made tires, Hertz car rentals, eyewear, hearing aids and more.

Union Shopper



A toll-free telephone discount buying service offering brand-name products at up to 50 percent off. Benefits include a car buying service and discounts on mail-order movie-theater tickets.

Union Member Accident Insurance Plan



Accidental death and dismemberment insurance coverage at low group rates. Benefits include special on-the-job insurance protection, and coverage for members driving to and from work.

Not all unions participate in all programs. To find out which programs their international union subscribes to, union officers and staff can call 1-800-472-2005.

Scholarships totaling $150,000 awarded

Union MasterCard this year awarded $150,000 in scholarships to 101 students.

Nine students from four-year colleges and universities received the program's top award of $4,000, another 59 received awards ranging from $1,000 to $3,000, and 33 community, technical college and trade school students were awarded scholarships ranging from $500 to $750.

The winners are a diverse group, chosen from among high school valedictorians, unemployed union families and students with disabilities. All of the recipients were chosen for their outstanding academic record, social awareness, financial need and understanding of and commitment to labor.

One of the program's four-year college and university recipients is Marc Strohmaier, the son of Christian Strohmaier, a member of the Machinists since 1967.

Paralyzed in a 1988 accident, the 22-year old resident of Burlingame, Calif., is determined to lead a normal life. He is currently pursuing an associate of science degree in business administration.

He says he is appreciative of the role unions have played in the passage of the 1992 American with Disabilities act. The law "will help protect me from future job discrimination," he says.

Many of the scholarship winners are non-traditional students like nursing assistant and AFSCME Local 2644 President Barbara Troup, who was awarded a $750 community college scholarship.

The sole supporter of her family, Troup's outstanding achievement is her ability to combine work, school and caring for her disabled husband while being active in her union.

"I have been a union member for 13 years, and I know the value of union membership. Without the union and our contract, I would receive minimum wages and no benefits, and my fate would be at the whims of management."

BARGAINING

National Steel lockout ends

International labor solidarity was key to ending the 10-month lockout of more than 600 Steelworkers at National Steel Pellet Co., union officials said.

The workers walked out Aug. 1, 1993, after the contract expired and the company refused to follow the pattern agreement in the iron ore industry. The company locked them out and shut down the mine on Sept. 17, 1993. National Steel Pellet is a subsidiary of National Steel, which is owned by NKK Corp. of Japan.

A group of National Steel Pellet workers met in Japan in January with that country's steel and metal unions which arranged a meeting with top NKK officials. Four months later, NKK had replaced the top management of the pellet company and collective bargaining began in earnest.

The five-year tentative agreement, reached June 26, includes an increase in incentive pay and a 50-cents-an-hour pay increase in 1995. The company agreed that, once the current contract expires, the pellet workers will be covered under the union's master agreement with National Steel.

Bargaining moves beyond GE

The Electrical Workers overwhelmingly ratified the new three-year contract with General Electric Co., setting the stage for further coordinated bargaining with Westinghouse and Martin Marietta.

The agreement is ''clearly one of the better contracts negotiated in the manufacturing/electronic industry in many years,'' said IBEW President John J. Barry. The contracts, previously ratified by the Electronic Workers, covers some 4,500 IBEW members.

The Coordinated Bargaining Committee, headed by IUE President William H. Bywater, also began contract negotiations July 18 with Martin Marietta and opened talks with Westinghouse Corp. on Aug. 4. IBEW represents 1,500 Westinghouse employees, with IUE and other unions representing some 2,500 workers.

Martin Marietta bought GE's aerospace division in 1993. The current Martin Marietta contract is an extension of the contract negotiated with GE. IUE represents some 2,600 Martin Marietta workers. The Machinists and Professional and Technical Employees represent another 1,400.

IBT pact covers 30,000

Some 30,000 Teamsters who work at Heinz, Del Monte and other food processing plants in northern California will keep their current health care benefits and receive pay increases under three-year contracts ratified last month.

The workers had ranked health care as their top priority, said Ron Ashlock, secretary-treasurer of IBT's California State Council of Food Processing Unions. The two parallel agreements were negotiated with Tri Valley Growers, a company with several plants in northern California, and California Processors Inc., which represents many major canning companies, including Heinz and Del Monte.

Under the agreements, the employers will maintain the current health care benefits and boost the lifetime maximum for major medical benefits from $500,000 to $1 million.

The owners also agreed to increase pension contributions, institute a better early retirement plan and to raise wages by 1.7 percent in each of the three years of the contracts.

Allegheny-Ludlum pact ratified

The Steelworkers ratified by a 7-1 margin a new four-year contract with Allegheny-Ludlum Corp.

The agreement, which ended a 10-week strike when workers returned to work June 9, provides for signing bonuses of $3,000 and pay hikes of 25 cents on April 1, 1995. It also provides additional increases totalling 8 percent between July 1995 and July 1997.

Workers also gained input into scheduling, a major strike issue. The union will hire an outside consultant to study capital investment plans as part of the agreement. In the event any company facility is sold, the USWA won both a successorship clause and the right of the employees to bid on buying the facility.



BCT photo

AFL-CIO President Lane Kirkland acknowledges cheers of the delegates at Bakery, Confectionery and Tobacco Workers convention in Las Vegas. At left is BCT President Frank Hurt.

BCT sets course for future growth

Las Vegas

Delegates to the Bakery, Confectionery and Tobacco Workers convention explored the change that has transformed their industries and set a course to meet future challenges.

''We are adapting,'' said BCT President Frank Hurt. ''We are riding the bull of industry shake-outs, of technological revolution and the relentless efforts of benighted managements to weaken and destroy us.''

He assured the delegates, however, that ''there are some things that will not change — the union's commitment to organize, to educate, to build strong local unions, to negotiate excellent contracts and to engage in the political process.''

Hurt, along with the other two executive officers, Secretary-Treasurer Gene McDonald and Executive Vice President David B. Durkee, were elected by acclamation to their first full terms. They had been elected by the union's executive board in 1992 following the retirement of then-President John DeConcini. All other current executive board members also were elected by acclamation.

Hurt noted that, despite difficult negotiations, the union has been successful in winning good contracts and has succeeded in maintaining, even improving, decent health care coverage for its members.

He also pointed to several new organizing initiatives, including rank-and-file and internal organizing.

The 481 delegates adopted constitutional changes to increase the total union monthly dues rate by $2 on Jan. 1, 1995, and by another $2 on Jan. 1, 1997. With each of these increases the locals will forward an additional $1 to the international, raising the per capita to $7.75 in 1995 and to $8.75 in 1997.

The convention also voted to increase strike benefits, from $63 per week to $70 per week, effective Jan. 1, 1995.

AFL-CIO President Lane Kirkland praised BCT organizing efforts, noting that ''our movement can have no higher calling than to bring new members into the fold and to thereby pave the way toward a better future for working people in this country.''

While the AFL-CIO is ''constantly working on new programs and new innovations designed to help you fulfill your organizing responsibilities . . . the essential fact is that the tough, gritty work of organizing the unorganized remains the responsibility of each affiliated union and its local and regional components,'' he said.

Gloria Johnson, president of the Coalition of Labor Union Women, and Kent Wong, president of the Asian Pacific American Labor Alliance, both called on the BCT to adapt strategies to successfully add diversity to its organizing efforts.

Mine Workers President Richard L. Trumka urged the delegates to work for congressional reform to protect worker rights, and AFL-CIO Legislative Director Robert M. McGlotten warned that labor initiatives could be crippled unless unionists become more politically active.

A panel of trade union leaders from Europe and Latin America stressed the importance of global labor solidarity in dealing with transnational corporations.

Brian Revell, secretary of the food, drink and tobacco sector of the Transport and General Workers Union (TGW), the largest union in Britain, pointed to the unions' efforts to thwart the double-breasting strategies of the Keebler Co., which is owned by Great Britain's United Biscuit.

Other convention speakers included Food and Allied Service Trades Department President Bob Harbrant, Federal Mediation and Conciliation Service Director John Calhoun Wells, and Ontario Federation of Labor President Gord Wilson.

17-year fight ends with Well Bred pact

Congers, N.Y.

After a 17-year battle that featured five elections and the illegal firing of at least seven workers for union activity, Bakery, Confectionery and Tobacco Workers Local 3 won a three-year contract with the Well Bred Loaf Co.

The agreement provides the bakery workers with higher wages, the company's first-ever pension plan and a union security clause.

''I have a good relationship with the company now,'' said Local 3 President Narciso Martas, noting that Well Bred sought his recommendations for a new plant manager.

It was a dramatic turnaround from 1978, when the baker was still on 91st St. in Manhattan and a majority of its workers signed union cards. Well Bred then fired six union supporters and spent the next three years appealing decisions by the National Labor Relations Board and federal courts ordering their reinstatement.

BC&T Local 3 won the first representation election in 1988, 39-31. Well Bred successfully challenged the vote. Discouraged, the workers opposed the union in a second 1988 vote.

Martas tried again in 1989 and the union won 38-34. The company refused to bargain for two years, then forced a decertification vote, which it won 50-15.

The workers asked Martas to return in 1993, after the union won reinstatement with full seniority rights and back pay for Matilde Morales, a worker who was fired for supporting the union.

Morales' reinstatement led to worker confidence in the local, and yet another election, which the union won 38-26 in May 1993. The regional NLRB dismissed a company protest against the election, but Well Bred refused to negotiate a contract.

The long trek finally ended after the union stepped up plans for a boycott. The contract was signed in March 1994.

— Press Associates

UNION NEWS

FLOC gets charter

The Farm Labor Organizing Committee received an AFL-CIO charter at its sixth constitutional convention in Perrysburg, Ohio.

The charter was presented to FLOC President Baldemar Velasquez by AFL-CIO Organizing Director Joe Shantz, who praised the 27-year tradition of excellence by the labor organization.

''Farm workers belong in the trade union movement,'' he said. ''This is your home. This is your family.''

Shantz noted that FLOC has built a tradition of organizing since it first gained contracts for workers who harvested tomatoes in Ohio in 1967.

''The greatest three priorities that we have are organizing, organizing and more organizing,'' he said. ''For our movement to survive — for us to thrive — we have no other choice.''

Signalmen choose Pickett

W.D. ''Dan'' Pickett was elected to a full four-year term as president of the Railroad Signalmen by delegates to the union's convention in Las Vegas. Pickett in 1992 had succeeded V.M. Speakman, who resigned to accept a presidential appointment as the labor member of the U.S. Railroad Retirement Board.

The 250 delegates also re-elected R.R. Foley, who has served as secretary-treasurer since 1988, and elected five vice presidents and three trustees.

In his keynote address, Pickett said the union must provide advanced training to keep pace with the rapid technological advances in the field of signaling. He urged the delegates to fight for safety in the workplace, as well as good benefits and the right to strike.

Ohio elects Burga

Some 1,000 delegates to the Ohio AFL-CIO convention elected officers and endorsed candidates for congressional and state elections.

William A. Burga was elected to his first full term as president of the Ohio AFL-CIO and Donald K. Day was elected to his second full term as secretary-treasurer. Burga, a second-generation Steelworker, was appointed by the board in October to replace John R. Hodges, who retired. Day, former first vice president for AFSCME Council 8, has been secretary-treasurer since 1987.

The delegates also endorsed candidates for election to statewide offices and adopted more than 80 resolutions that will set federation policy for the next two years.

Speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue, AFSCME President Gerald W. McEntee, AFL-CIO Vice President Gloria Johnson of the Electronic Workers, retiring Sen. Howard Metzenbaum and Democratic National Committee Chairman David Wilhelm.

Idaho focuses on politics

More than 100 delegates and guests gathered for the Idaho AFL-CIO convention to rededicate the movement to organizing and political action.

A workshop conducted by members of the state legislature gave an inside view of the political workings and emphasized the need for labor participation in the process.

Among the resolutions approved were those in support of Workplace Fairness legislation, health care reform and OSHA reform.

Speakers included Rep. Larry LaRocco; U.S. House candidate Penny Fletcher, Gov. Larry EchoHawk, Lt. Gov. John Peavey, Atty. Gen. Mike Burkett, State Auditor J.D. Williams and Will Sullivan, superintendent of public instruction.

Montana seeks tax reform

Delegates to the 38th Montana AFL-CIO convention passed more than 80 resolutions, including measures to support tax reform and to fight so-called ''right-to-work'' initiatives.

Other resolutions supported prevailing wage laws and delegates also participated in workshops on organizing, education and health care reform.

Speakers included Sens. Max Baucus (D) and Conrad Burns (R); Gov. Marc Roscoe; AFL-CIO Director of Legislation Robert M. McGlotten; Jim Murry, president emeritus of the state federation; and Rep. Pat Williams (d).

IAM win gives boost to USAir talks

By Candice Johnson

The Machinists added 7,700 new members at USAir as the airline's unions prepared to deal with the company's request for a $500 million bailout in employee givebacks.

Fleet service workers at USAir voted 3,353-1,976 for the Machinists over the Steelworkers in a representation election conducted by the National Mediation Board.

The IAM also represents some 8,000 mechanics and ground workers at USAir, while the USWA is on the ballot in a separate NMB election among 10,000 USAir passenger service workers. Those ballots will be counted Aug. 18. Fleet service crews load airplanes and the passenger service workers handle reservations and other customer needs.

More than half of the carrier's 46,000 employees have union representation. In addition to ALPA and the IAM, the Flight Attendants and the Transport Workers also represent workers at the airline.

IAM Vice President William L. Scheri said the vote clearly showed that ''airline employees are tired of being the victims of airline deregulation and a decade of airline mismanagement that has the entire industry reeling.''

''By joining a union, they gain a voice in their workplace and a measure of self-determination for the future,'' he said.

USAir is seeking some $2.5 billion in concessions from its unionized employees over five years. The airline has lost $2.6 billion over the past five years and is expected to lose $350 million this year.

ALPA's USAir master executive council, representing 5,000 pilots, has offered to consider a 20 percent wage cut of $150 million a year for each of the five years, or some $750 million, in exchange for a stake in the company and seats on the board of directors. ALPA said all other employees, including management, would have to accept similar pay cuts.

Peter J. Gauthier, head of the USAir MEC, said the union's participation ''is conditioned on a restructuring plan that is broad in scope'' and that offers workers ''a fair return for their investment.''

The coalition of USAir unions has not yet developed a joint proposal to present to the carrier.

In recent years, several major carriers have traded company stock holdings for wage, benefit and work rule concessions, although United employees are the only workers with a majority share of their airline.

At Trans World Airlines, workers received a 45 percent share in exchange for givebacks last year; at Northwest Airlines, employees have a 30 percent stake.

> *''Airline employees are tired of being the victims of airline deregulation and a decade of airline mismanagement that has the entire industry reeling.''*
>
> **— William L. Scheri**
> **Machinists vice president**

USAir chief executive officer Seth Schofield said he was open to the concept of employee ownership, profit sharing and representation on the carrier's board of directors, but he expressed concern about workers ''being in control.''

In other industry developments:

- Pilots at United Airlines will elect a new chairman to head the MEC and sit on the United board of directors. Former MEC chairman Roger D. Hall resigned from both positions in a dispute over the authorization of payment to a union staff attorney for work on the employee buyout.

  Captain Harlow B. Osteboe, MEC vice chairman, will head the MEC and take the seat on the UAL board of directors until elections are held later this month.

- AFA members at Horizon Airlines ratified a new two-year agreement that provides pay increases of up to 13.5 percent over the contract term. The agreement, with pay provisions retroactive to June 15, also provides improvements in vacation and per diem policies and streamlines dispute resolution procedures. The contract covers some 200 attendants.

- At USAir Express/Piedmont Airlines, AFA members ratified a new five-year agreement that boosts wages, pension and vacation benefits and includes a signing bonus. The agreement covers about 200 attendants.

- Delta Airlines is seeking a delay in a scheduled 2 percent pay increase for pilots. This is the second time in two years the carrier has asked ALPA members not to take their negotiated pay raise. Negotiations get under way this fall to replace the agreement set to expire Dec. 31.

Teamsters widen Pony Express campaign

By Sharolyn A. Rosier

The Teamsters escalated their campaign against Pony Express Courier Inc., which has illegally denied some 4,000 drivers a first contract, as several hundred drivers in four cities struck to protest the company's actions.

More than 200 drivers began picketing July 24 in Pittsburgh, and they were joined the next week by drivers in Lexington and Louisville, Ky., and Charleston, W.Va.

Some of the strikers also participated in a Pony Express Journey for Justice, a five-state bus trip with stops for rallies, protest and solidarity meetings with Pony workers in Pennsylvania, West Virginia, Kentucky, Tennessee and Georgia. The journey began Aug. 3 at the company's Pittsburgh terminal.

Meanwhile, the union is urging the support from federal and state government officials to get Pony Express, a government contractor and subsidiary of Merrill Lynch & Co., to treat its workers fairly.

In a July 27 rally at the Federal Reserve Bank in Pittsburgh, drivers hand-delivered a letter to the directors urging delivery on the federally mandated obligation to enforce wage and benefit standards with contractors who provide the bank with services. Pony Express has a contract to transport canceled checks between Pittsburgh commercial banks and the Fed.

House Banking Chairman Henry Gonzales (D-Texas) wrote a letter to the Fed's inspector general urging him to investigate the labor dispute, and Sen. Harris Wofford (D-Pa.) has asked Federal Reserve Chairman Alan Greenspan to look into the matter.

Between 1991 and 1993, the IBT organized Pony Express drivers at nearly 40 facilities around the country and was certified as bargaining agent. Based on a series of unfair labor practice charges filed by the union, the National Labor Relations Board in March issued a nationwide complaint alleging the company failed to bargain in good faith.

In May, the IBT began a series of public protests at Merrill Lynch offices in several cities to draw attention to what it charged was the brokerage firm's toleration of labor violations by Pony Express. In June, the union began calling on city and state government officials to stop doing business with Merrill Lynch until the company ''cleans up improper business practices.''

In response to an appeal from the union, Illinois State Treasurer Patrick Quinn announced the state would temporarily suspend business relations with Merrill Lynch.

Illinois purchased $1.15 billion of commercial paper through Merrill Lynch between May 1993 and May 1994. While the treasurer is not involved in underwriting bond issues, he will lobby the state agencies involved in these activities to suspend business dealings with Merrill Lynch until his concerns are resolved, Quinn spokesman Dan Shomon said.

Several other political jurisdictions also have responded positively to the union's appeal. Minnesota Treasurer Michael A. McGrath wrote to IBT President Ron Carey June 17 expressing concern for the alleged unlawful employment practices detailed by the union.

McGrath said he intended to press for suspension of financial relations between the state of Minnesota and Merrill Lynch ''until appropriate and meaningful corrections have been made.''

The St. Louis Board of Aldermen also passed a resolution June 17 warning Merrill Lynch that the city would quit doing business with the brokerage firm unless Pony Express stops violating U.S. labor laws.

Pony drivers are paid as little as $4.50 an hour and lack even basic job protections. In most areas, they get no vacation, no sick days and few or no holidays. Workers also have to bear the cost of health insurance.

Pony Express currently is facing NLRB charges alleging more than 120 violations of federal labor laws.

WORLD

NAFTA hearing protested

The timing and rules of planned hearings on charges that two U.S. companies violated Mexican workers' rights will make it difficult to determine the truth, union leaders from Mexico and the United States claim.

In a letter to the U.S. National Administrative Office, Teamsters President Ron Carey said the Aug. 31 hearing was planned at a time and place that made it costly for the Mexican workers and their representatives to attend.

A 10-minute time limit on testimony and rules preventing complaining parties from asking questions "assures that the hearing will be only a surface-level inquiry," Carey wrote. The NAO was set up to handle labor issues under the North American Free Trade Agreement.

John H. Hovis Jr., president of the unaffiliated United Electrical Workers and Benedicto Martinez, national coordinator of Mexico's Authentic Labor Front, also complained about the restrictive rules for the hearing.

On Feb. 14, the IBT and UE filed the first formal complaints under NAFTA charging U.S. corporations with violating workers' rights. They charged that Honeywell in Chihuahua and GE in Juarez fired workers who were trying to organize unions.

First contract in 'free zone'

After a tough three-year struggle, workers at the Bibong Apparel Corp. in Bonao won the first collective bargaining contract in the history of the Dominican Republic's maquiladora "free zones."

"The company has finally recognized us, and we have now a grievance procedure that we hope will resolve conflicts over treatment by supervisors," said Aurelia Cruz, elected leader of the factory's 500 employees. "We will have to wait for future contracts to make real gains in wages and working conditions," she cautioned.

Presidents Jack Sheinkman of the Clothing and Textile Workers and Jay Mazur of the Ladies' Garment Workers hailed the contract as "the first step toward a better life for Dominican workers. Your victory will inspire workers in other free zones around the world."

The Bibong victory is now being repeated at several other Dominican factories, according to Jacobo Ramos, general secretary of the Federation of Free Zone Workers. Informal agreements to improve health care and sanitary conditions already have been signed at factories owned by Caribbean Shoes, H.I.J. and Karina Fashions with formal contracts expected in two months, he said.

The AFL-CIO, through the American Institute for Free Labor Development, assisted the Dominican workers in their campaign. Several unions trained organizers and helped organize international corporate pressure on Bibong.

ILO: Workers losing privacy

Employees in industrialized countries, especially in the United States, increasingly are losing their privacy as employers monitor their activities electronically, according to a study by the International Labor Organization.

A survey of more than 300 U.S. businesses found that about 20 million Americans may be subject to electronic monitoring other than telephone monitoring, the ILO said. The United States also has no formal process to protect employee privacy, although legislation has been proposed to restrict secret monitoring.

Austria, Belgium, Germany, the Netherlands and Sweden restrict the use of technical devices to monitor employee behavior and performance. In these countries, employees must agree to the monitoring or at least be consulted, the study said.

"Companies like to engage in such monitoring, even though many admit that the practice elicits little or no useful information," said Michelle Jankanish, co-author of the three-volume study, "Conditions of Work Digest: Workers' Privacy."



Solidarnosc photo

AFL-CIO President Lane Kirkland, visiting Poland in July, talks with Polish Solidarity union members who were on a 12-day hunger strike at the Hina-Lucchini steel plant near Warsaw. The strike has since been suspended and the parties have returned to the bargaining table.

Fair trade campaign intensified

By Michael Byrne

The AFL-CIO stepped up its campaign for fair trade, seeking to protect workers through implementing legislation on a new world trade pact and to strengthen U.S. laws against unfair trade practices.

The key, AFL-CIO President Lane Kirkland told the Electronic Workers legislative conference, is labor's insistence that the U.S. government firmly establish and enforce the link between worker rights and trade.

Kirkland assailed employers that "continue to roam the world in search of the cheapest and most repressed labor they can find — whether it be in Mexico or Malaysia or China or any other country where workers can be exploited for pure profit."

"They've shown that they'll fight tooth and nail against even the mildest proposals to include — within NAFTA, the GATT and our own trading laws — any provisions to label the denial of human and worker rights by governments as an unfair trading practice," Kirkland said.

The just-concluded Uruguay Round of the GATT (General Agreement on Tariffs and Trade) "did nothing to address the cruelest and most prevalent unfair trade practice of all — the suppression of worker rights by governments seeking a low-wage, low-standard 'comparative advantage' on the world market," AFL-CIO Legislative Director Robert M. McGlotten stated in a letter to committees considering implementing legislation.

"World trade will not improve living standards significantly unless working people have the right to associate freely, the opportunity to share in economic progress and therefore the power to create broad markets for goods and services," McGlotten said.

He pointed out that the Clinton administration achieved an agreement to make worker rights a part of the work program of the new World Trade Organization, which is due to replace GATT next year, and urged Congress to incorporate that goal in implementing legislation.

The federation wants to extend to the world trade pact a proposal by House Majority Leader Richard A. Gephardt (D-Mo.) and Sen. Harris Wofford (D-Pa.) that conditions fast-track negotiating authority for a trade agreement with Chile on the inclusion of labor and environmental issues.

Labor also is fighting a Clinton administration proposal that would extend the U.S. Generalized System of Preferences under the fast-track procedures for the GATT/WTO.

"The GSP can be a powerful instrument to encourage the adoption of internationally recognized labor rights and standards," Mark Anderson, director of the AFL-CIO task force on trade told the Senate Finance Committee. "But it requires a careful review and revision by amendment that is precluded by the fast-track process."

Anderson urged improved GSP review procedures and clarification of the "internationally recognized worker rights" standard to prevent the administration from awarding GSP benefits to worker rights abusers for narrow foreign policy considerations.

Anderson also urged that China be added to the list of GSP-ineligible countries to prevent its accession to GSP by virtue of its current most-favored-nation trade status. And, in a separate statement to the U.S. Trade Representative's office, Anderson detailed a series of conditions China should meet before being allowed to join the WTO.

Anderson cited "shifts in trade and investment (that) reflect an explicit Chinese policy of export-led growth, supported by an economic regime that is discriminatory and non-reciprocal, a labor market that prohibits free and independent trade unions, and a political-military structure that oppresses its citizens on a huge scale."

The Senate Finance and the House Ways and Means committees have taken up the implementing legislation for the WTO, whose creation has raised serious concerns about the inviolability of U.S. trade laws.

Governmental actions against WTO-covered unfair, unreasonable or discriminatory trade and investment practices would require the prior authorization of the WTO. That binding decision would be made by a panel of experts, pending review of a permanent appeals panel.

"This is a major change from existing procedures and has far-reaching implications for the implementation of existing U.S. laws, such as Section 301 of the Trade Act," Anderson said. "And it may inhibit, if not prevent, the strengthening of domestic laws and regulations in areas such as consumer and environmental protection."

Anderson urged the two committees to carefully limit, through the implementing legislation, WTO authority over federal, state and local laws.

"The AFL-CIO believes that it is particularly important for the Congress to strengthen the ability of the United States to address practices not included in the Uruguay Round, including worker rights, and to develop new remedies, to insure that the interests of the United States are protected," he said.

Noting that the European Union has used an exception to WTO "gray-area measures" to maintain restrictions on Japanese autos until the year 2000, Anderson urged Congress to reserve a similar exception for the United States to use results-oriented mechanisms to correct the growing trade imbalance with Japan.

In his letter to the committees, McGlotten expressed a variety of concerns about the world trade pact, including how it would be funded. Since the tariff reductions mean lost U.S. revenues, "the AFL-CIO strongly believes that the revenue offsets should be made up of tax increases on corporations, which are the principal beneficiaries of the agreement."

The federation also called for a series of changes in U.S. laws to alleviate the impact on vulnerable textile and apparel jobs, and preservation of anti-dumping and countervailing duties to protect U.S. production of civil aircraft and steel products.

NEWSMAKERS

The Postal Service and the AFL-CIO will dedicate a first-day issue of a commemorative **George Meany** postage stamp in the lobby of the federation's headquarters Aug. 16. **Joe Majon,** labor relations vice president for the Postal Service, and AFL-CIO President **Lane Kirkland** will preside over the 3 p.m. ceremony, which coincides with the 100th anniversary of Meany's birth. The stamp was designed by **Christopher Calle** of Ridgefield, Conn.

Barry Krasner was re-elected overwhelmingly as president of the National Air Traffic Controller Association. Krasner was an air traffic controller for nine years at the New York TRACON prior to beginning his first term as president in 1991. **Michael McNally,** a controller at the New York En Route Control Center, was elected executive vice president. McNally replaces **Joseph M. Bellino,** who did not seek re-election after one three-year term.

Joseph B. Uehlein was named organizing director for the AFL-CIO Industrial Union Department, replacing retiring **Harold McIver.** In addition to serving as IUD President **Elmer Chatak's** executive assistant, Uehlein currently directs IUD special projects, developing strategic approaches in difficult organizing and bargaining situations. Chatak praised McIver's 30-year organizing efforts in the South, where "thousands of workers are unionized today and enjoy the fruits of collective bargaining because of Harold's efforts."

Alan B. Krueger, a professor of economics and public affairs at Princeton University, will replace **Lawrence Katz** as the Labor Department's chief economist, effective Aug. 31. Katz is returning to his former position as professor of economics at Harvard University.

The New Jersey Industrial Union Council elected **Bill Kane,** president, and **Lois Cuccinello,** secretary treasurer. Kane, who succeeds the late **Archer Cole,** also is the New Jersey area director for the UAW. Cuccinello is assistant business manager of the Office and Professional Employees Local 32 and executive vice president of the Passaic County AFL-CIO.

Trade unionist **Shelby Bosley Leary** has been named West Virginia's Labor Commissioner. Leary, the second woman to hold the office, was president of Flint Glass Workers Local 542 and also worked as an organizer for AFSCME.

Russell B. Swanson has been appointed director of OSHA's Office of Construction and Engineering. Swanson, who has been deputy assistant secretary of labor for occupational safety and health, replaces **Charles Culver,** who has assumed a post at Clemson University.

Maria Hernandez, a staff member of the AFT human rights and community relations department, has been appointed by **President Clinton** to represent labor on the President's Advisory Commission on Educational Excellence for Hispanic Americans.

Andrea Kidd Taylor, an industrial hygienist for the UAW, has been selected by President Clinton to serve on the Chemical Safety and Hazard Investigation Board.



Rep. William Ford (D-Mich.), chairman of the House Education and Labor Committee, and his wife, Mary, sing "Solidarity Forever" with AFL-CIO Secretary-Treasurer Thomas R. Donahue and Community Services Director Green Lewis during a Community Services awards dinner in San Francisco. Ford, who is retiring, received the 1994 Murray-Green-Meany Award.

Ralph E. Deeds, Jr. has been appointed special assistant to **William B. Gould IV,** chairman of the National Labor Relations Board. Deeds retired from General Motors Corp. at the end of June after 34 years of service in a variety of labor relations positions. Most recently, he was corporate director of international labor relations.

The Longshoremen's South Atlantic and Gulf Coast District has elected three new vice presidents: **Michael Dickens,** from ILA Local 24 in Houston; **John Tilton,** from ILA Local 3033 in Baton Rouge, La.; and **Troy Canady,** from ILA Local 1408 in Jacksonville, Fla.

Katherine A. Hagen has been appointed deputy director general of the International Labor Organization in Geneva. Hagen was vice president and attorney for federal government affairs at AT&T.

AWARDS

AFL-CIO President **Lane Kirkland** and the late **Cesar Chavez** will be awarded the nation's highest civilian honor, the Presidential Medal of Freedom, by President Clinton at an Aug. 8 White House ceremony. **Helen Chavez,** Cesar's widow, will accept his award.

Six African-American trade unionists were honored for outstanding service to the labor movement and for advancing the principles of civil rights during the annual labor luncheon at the NAACP national convention in Chicago. Honored were: **Mary Mays Carroll** of the Communications Workers, **Edgar Fields** of the Carpenters, **Mary Finger** of the Food and Commercial Workers, **George Freeman** of the Chemical Workers, **Clark Johnson** of the Machinists and **Cordelia Lewis** of AFSCME.

The following AFT members received the union's Robert C. Porter Union Service Awards at the national convention in Anaheim, Calif.: **Nancy Lindsey,** a paraprofessional in Toledo, Ohio; **Joel and Barbara Shiller,** husband and wife middle school teachers in New York City; **Jacqueline Farlinger-King,** a dental hygienist in Portland, Ore.; **John Kirk,** an economics professor at San Mateo Community College in California; and **Ruth Heike,** an attorney for the state of Wisconsin. The award is named in honor of the late **Robert Porter,** who was AFT's secretary-treasurer for more than 30 years.

DEATH

John J. Driscoll, president emeritus of the Connecticut AFL-CIO, died July 21 at the age of 82.

Driscoll, who led the Connecticut AFL-CIO for 24 years until his retirement in 1985, was known throughout the state as Mr. Labor. He is credited with winning a variety of progressive labor legislation, including a law that allowed public employees to organize.

Born in Waterbury in 1911 to Irish immigrants, Driscoll attended the Massachusetts Institute of Technology, majoring in architecture, and then studied philosophy at Wesleyan University, where he graduated Phi Beta Kappa in 1933. He also held master's degrees from Wesleyan and Brown University.

His interest in the labor movement began while he was a student at Brown with John L. Lewis of the CIO serving as his inspiration.

Survivors include his wife Margaret E. Conners; his son, David Driscoll; and a grandson.

— Compiled by Sharolyn A. Rosier

RESOURCES

PUBLICATIONS

The AFL-CIO Public Employee Department has two new publications: **The Human Costs of Contracting Out: A Survival Guide for Public Employees** and **Military Base Closures: Federal Programs to Assist Civilian Employees and Their Communities.** For copies, contact the AFL-CIO Public Employee Department, 815 16th Street, N.W., Washington, D.C. 20006.

The AFT has a new flier, **An Activist's Guide to the Media,** with valuable hints on setting up a program of news media outreach. The four-panel foldover is available free in reasonable quantity; bulk rates also are available. Contact the AFT Public Affairs Department, 555 New Jersey Ave. N.W., Washington, D.C. 20001-2079.

CONFERENCE

AIDS in the Workplace: Developing Training Strategies is a five-day institute that will equip labor leaders, educators and activists with strategies for training workers about HIV/AIDS and responding effectively to the broad range of HIV/AIDS issues. The institute will be held Oct. 9-14 at the George Meany Center for Labor Studies. For more information, contact Brenda Moon, coordinator, at 202/637-5331.

Unionists rush to help flood victims

By Sharolyn A. Rosier

Tropical Storm Alberto flooded homes and entire communities in Georgia and Alabama, but union members did not wait for the tide to subside before pitching in to help.

The call for help has been answered by union members all over the country. From financial donations, clothes and household goods to providing actual volunteers, unions have really come through, said Richard Ray, secretary-treasurer of the Georgia AFL-CIO.

Volunteering anywhere from one to 10 days, members of Teamsters Local 728 in Atlanta moved supplies for the American Red Cross. Officers of the union traveled from Atlanta to Columbus daily to deliver new drivers and take others back to Atlanta when they finished their route.

"The Red Cross is very grateful for the support shown by Teamsters Local 728," said Don Stephens, director of the Red Cross Disaster Operation. "Generosity such as this allows the Red Cross to provide relief services to disaster victims."

"I have worked in the labor liaison office for several disasters, and in my experience I have never seen the kind of commitment from any local as much as I have seen here from the Teamsters," said Jean B. Savoy, a volunteer from the Metro Atlanta Red Cross.

To date, the Red Cross has served more than 654,946 meals to flood victims, housed over 8,200 people in 96 shelters and provided crisis counseling to more than 12,000 people.

Communications Workers Local 3972 in Dothan, Ala., responded by opening its union hall to the Red Cross for its Disaster Operations Headquarters. "The support and hospitality of local President Henry Hughes and the CWA has been extremely important to the success of the operation," said Mary Turner, manager of the Wiregrass Area Red Cross Chapter in Dothan.

Machinists Local 2003 in Daleville, Ga., opened its union hall to serve as a Red Cross Service Center. Members of Electrical Workers Local 796 volunteered their services and corrected electrical problems for the Red Cross.

"So many people have come together and helped the Red Cross during this disaster," Turner added.

One Saturday, members of CWA, Teamsters, Laborers, Painters, Carpenters and the Clothing and Textile Workers in Columbus, Ga., gathered to assemble packages of household goods donated by manufacturers.

Donations for flood relief efforts may be mailed to the Albany/Southwest Georgia Labor Council, P.O. Box 50081, Albany, Ga. 31705, or the Macon Labor Council, P.O. Box 5263, Macon, Ga. 31208.

Congress to debate two different health plans

Continued from Page 1

decades of collective bargaining,'' the AFL-CIO said.

That watered-down employer mandate would still have to be approved by a vote in Congress. In addition, the Senate proposal does not have cost controls and would tax ''high-price insurance plans.''

''The Mitchell bill would not solve the root causes of the current health care crisis because it would not end the market incentive for businesses to reduce or deny health benefits to their employees and it would not impose effective cost discipline on health care providers,'' the AFL-CIO said.

''Such a timid approach is deeply disappointing. The AFL-CIO cannot support (the proposal) in its current form. We urge the Senate to strengthen this legislation so that it would assure universal coverage, provide comprehensive benefits based on a stronger employer mandate, and effectively control costs.''

Gephardt's plan, which mirrors the House Ways and Means Committee legislation, ''is a very strong, comprehensive proposal that, if enacted, would give working people the health care reforms they've sought for so long,'' said AFL-CIO President Lane Kirkland.

The debate will be closely watched by the AFL-CIO Executive Council, which moved its mid-summer meeting Aug. 9-10 from Chicago to Washington to stay in touch with what has been a 60-year-fight for national health care reform.

During the next several weeks, the AFL-CIO is urging activists to take advantage of its healthcare hotline to Congress, 1-800-9-CARE-94, and aim their displeasure directly at those who are fighting real reform.

Unionists also can purchase union-made cellular telephones at a discounted price under a deal negotiated by the AFL-CIO with AT&T. These phones can be taken to large job sites and gatherings, where workers call the 800 number that puts them directly into their senator's office or the U.S. Capitol switchboard. A reform message script can be used or workers may design their own short message.

''A number of affiliates already have purchased phones for use in workplace cafeterias and break areas,'' said Health Care Campaign Field Coordinator Charles Stott. ''We expect thousands of calls to be generated to Congress in this manner.''

For more information about purchasing the phones, call Al Williams at 202/508-6988.

With the competing bills in place, more than 500 workers and their families poured into Washington as part of the Health Security Express — a nationwide effort to bus in people from all over the country to tell Congress ''we want real health care reform today, not eight years from now.''

The group, many of them members of AFSCME, UAW, Food and Commercial Workers and Service Employees, were greeted Aug. 3 by President Clinton and Hillary Rodham Clinton.



Bill Burke/Page One Photography

President and Mrs. Clinton greet Health Security Express bus riders who pulled up on the White House lawn Aug. 3. AFSCME was a major sponsor of the bus tour, which brought members of a number of unions from across the country to urge comprehensive health care reform.

According to a Treasury Department report, the stories they shared were typical of the uninsured. Eighty-four percent of the uninsured are in working families with moderate incomes. Many are self-employed or work for small businesses. Some 54 percent will be uninsured for more than two years. Almost half are over 30 and a quarter are children.

The latest census data show that the average premiums for employer group coverage is $4,310, with employers paying 86 percent of that cost. Many of these employers have joined with labor in urging reform financed through an employer mandate.

Safeway Grocery Stores CEO Steve Burd and UFCW President Doug Dority put letters in the pay envelopes of more than 100,000 workers, asking them to call the UFCW's toll-free line to Congress with messages of reform.

''If Congress does not take action to require all employers to pay their fair share for employee health insurance, soon no employer, including Safeway, will be able to provide comprehensive, affordable health benefits to employees,'' said Dority.

Requiring businesses to pay 80 percent of the cost of insuring their workers, with the employees picking up the remaining 20 percent, is in keeping with the traditional way Americans receive their health coverage — through their workplaces.

Under the Gephardt bill, all firms with more than 100 workers would have to provide health insurance by Jan. 1, 1997, and smaller firms would comply two years later. Employers also would have to make prorated contributions for part-time, seasonal and temporary workers on a per-hour basis.

Small employers can receive tax credits to reduce their share of contributions to as low as 40 percent.

Medicare Part C would cover workers in firms with less than 100 employees, non-working individuals, low-income workers, part-time, seasonal workers and early retirees.

States would have the flexibility to establish their own health reform program, including single-payer plans.

Additional financing would be generated from a proposed, phased-in 45-cent cigarette tax, a 2 percent excise tax for health insurance premiums and the expenses of self-insured plans.

Employers increasingly have either not offered health insurance or priced it beyond what workers could afford to pay. As a result, the cost is being shifted to companies that do provide coverage.

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UNION YES

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Commemorative postal stamp issued

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AFL-CIO NEWS

VOLUME 39, NUMBER 18 AUGUST 22, 1994

Employer mandate essential, unions say

By Muriel H. Cooper

Real health care reform must cover everyone and there's no way at hand to fund this universal coverage unless employers are required to pay a fair share, the AFL-CIO said.

Consequently, the fight to keep the employer mandate alive in the health care bills in both houses of Congress left union members and their allies pursuing several strategies to reach congressional members in Washington and back home in their district offices during the August recess.

Unions always wanted national health care as a social insurance system, AFL-CIO President Lane Kirkland said, but instead were forced into negotiating a private insurance, job-based system.

Having accepted that private system — both 50 years ago and today — Congress cannot now pull the rug out from under everyone and propose to finance the system with little or no employer involvement, the AFL-CIO has argued.

Unionists and their families are undertaking to deliver that message to Congress in a number of ways:

- Calling individually to the U.S. Capitol hotline number, 1-800-9-CARE-94.
- Purchasing cellular telephones through the special AFL-CIO program for large group or worksite calls.
- Arranging face-to-face meetings in their districts.

''Special interests are trying to kill real health reform,'' Kirkland said of one proposal by Sen.

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AFL-CIO calls for minority form of representation

By James B. Parks

Workers deserve representation even in workplaces where they can't meet the requirements for having a union under the current all-or-nothing rules, the AFL-CIO told the Dunlop Commission.

David Silberman, director of the AFL-CIO Task Force on Labor Law, told the panel Aug. 10 that the federation, after ''much soul-searching,'' supports a new form of representation in workplaces where there is no union but a minority group of employees desire representation.

These workers should be allowed to form an organization and select representatives to discuss the terms and conditions of employment with the employer, he said.

Under current labor law, workers have no opportunity for any representation if the majority does not vote for a union.

''The desire of these workers to participate in decisions affecting their working lives is frustrated by a legal system that recognizes only one type of employee representation,'' he said. ''In our view, the time has come to move beyond this all-or-nothing approach.''

Silberman said the commission should follow the advice of former UAW President Douglas Fraser, a commission member, who has said the law should let workers who are less than a majority choose a representative for specific issues and it should require managers to discuss the issue with those representatives.

These groups would not negotiate formal contracts, but would give workers a voice in various decisions through representatives of their own choosing, Silberman said.

A possible model for this type of regime could be Executive Order 10988, signed by President Kennedy in 1962 to establish the first system of representation for federal employees, Silberman said. That order provided for three levels of recognition and representation — informal, formal and exclusive — depending on the amount of support for representation within the workplace.

Informal recognition entitled an organization to present its views on matters of concern to its members. Formal recognition, extended for organizations sup-

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Raymond Crowell/Page One Photography

Harvard Prof. John T. Dunlop, flanked by Secretary-Treasurer Thomas R. Donahue and President Lane Kirkland, poses the questions his blue-ribbon commission seeks to answer.

Dunlop seeks, gets council's advice

By Michael Byrne

Executive Council members made clear to Prof. John T. Dunlop that they regard the work of the President's Commission on the Future of Worker-Management Relations to be critical to organized labor, peppering him with suggestions and pressing him on a number of issues.

Dunlop, noting that the commission has heard from many union officials and rank-and-file workers about the violation of worker rights in this country, invited specific proposals for reform of U.S. labor laws, which he said pose problems both for workplace justice and for economic advancement.

''Many of the problems we face today are created by the solutions of yesterday, such as the Taft-Hartley Act,'' Dunlop said. The commission's fact-finding report in June found ''there is very much a problem of the rights of people to organize, especially those outside the traditional worker-management process.''

The Dunlop Commission will recommend legislative changes in November, following three additional hearings, but Dunlop cautioned that ''not all problems we have are to be resolved legislatively. Some are administrative rules that are the result of policies of the administration, and must be handled by changes in that.''

Some of the problems arise in the growth of independent contractors, whose part-time and temporary work forces are left unprotected by U.S. labor laws, Dunlop said. He pointed out that the Justice for Janitors campaign by the Service Employees sprang from the creation of such contingent work forces in building services.

Existing tax rules ''have created an enormous incentive to break up employment relationships,'' Dunlop said. ''We need to define who is an employer and who is the employee and what are their rights under employment statutes.''

Ladies' Garment Workers President Jay Mazur raised the question of U.S. employers subcontracting operations overseas, ''affecting hundreds of thousands of workers in the garment, construction, automobile and other industries.'' He urged the commission to study the possibility of extending U.S. domestic law on contracting out to work that goes overseas.

Dunlop said the commission has considered ways

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ORGANIZING

Organizing wins on rise

Union victories in organizing campaigns for the first half of the year were up, especially in health care and white-collar industries, AFL-CIO Vice President John J. Sweeney told the Executive Council.

He cited National Labor Relations Board data made available through the AFL-CIO's tracking system, which monitors filings, campaigns and results for NLRB elections.

In the health care industry, unions filed 88 representation petitions in the January-June period this year, up from 83 last year. Unions won 56.5 percent of health care elections so far this year, up from 51.4 percent in the year-ago period.

The election filing rate among white-collar workers jumped from 80 percent in 1993 to 86.6 percent this year, with a 1994 win rate of 55 percent, he said.

Sweeney also reported on organizing victories achieved since the May council meeting. The following were among those successful campaigns:

- The Laborers won an election among some 300 sanitation workers in Miami, by a vote of 150-108.
- AFSCME won a victory among 450 workers at Beverly Farm, Ill., a residential program for mentally handicapped patients, and SEIU was voted in by 2,100 home care workers in San Mateo, Calif.
- The Bakery, Confectionary and Tobacco Workers won a re-run election at the Mederer candy company in Creston, Iowa; the Oil, Chemical and Atomic Workers won representation rights at the Ball Corp., in Wheaton, W.Va.; the Graphic Communications Union now represents workers at Craftline Printing in Fort Wayne, Ind.
- Some 419 classified school employees in Gallup, N.M., voted in the AFT; the Machinists won an election among 100 workers at Woodstream Corp., in Lititz, Pa.; and some 118 workers chose the Teamsters at Serv-A-Light, a hardware materials wholesaler in Rock Island, Ill.
- The Ladies' Garment Workers now represent workers at Wincup Co., Des Plaines, Ill.; some 100 workers voted in the Clothing and Textile Workers at Electrical South in Greensboro, N.C.; the Hotel Employees and Restaurant Employees won a campaign at Inn Service Inc., in Irving, Texas; some 50 workers at OAO Corp., an office computer service supplier in Union, N.J., voted in the Office and Professional Employees; and the Operating Engineers won a campaign at Martin Marietta in Portage, Ind.

RWDSU gains health unit

Home health care workers in New York City beat back a virulent anti-union campaign by VIP Health Care Services and voted in the Retail, Wholesale and Department Store Union.

RWDSU Local 670 was certified to represent the 860 workers earlier this month following a mail ballot held in March. RWDSU sought a mail ballot in the National Labor Relations Board election to stop intimidation and harassment of workers.

The 18-month campaign focused on wages, working conditions and favoritism, the three biggest concerns at VIP.

Union-busting consultants "charged big bucks to try and bust the union. They tried to play different ethnic groups off against each other. But the workers held together over a year," organizers said.

AFL-CIO: Keep company union ban

Labor laws too easy to break, Dunlop panel told

Continued from Page 1

ported by at least 10 percent of the employees in an appropriate unit, carried the right to "meet and confer" with the employer. Exclusive recognition was afforded only to majority representatives and carried with it the right to bargain collectively on behalf of the entire group on defined subjects of bargaining.

"The details of such a system for private sector employees would have to be developed with care" to assure that employer decision making is not paralyzed by continuous consultations with large numbers of employee organizations and that employees' rights to eventually win full collective bargaining are not thwarted, Silberman added.

The proposal for minority representation was raised as the commission heard suggestions on how to increase worker-management cooperation in the workplace.

The most important change the commission could recommend to increase such cooperation, Silberman said, would be "reform that would make union representation accessible for workers who desire it."

At the same time, the AFL-CIO urged the commission to stick to the current federal prohibition on company unions. The current law, Silberman noted, "says quite simply that employers may not deal with employees on their terms of employment through employer-dominated entities. That rule remains as valid and vital today as it was 60 years ago when it was first enacted."

Workers favor workplace cooperation, Silberman said, when it is democratic — not top-down, management-run or hierarchial. Democratic cooperation, with unionism as a base, increases efficiency and productivity, he said.

When workers form a union, it turns the relationship between workers and management "from a casual dating game . . . to a more permanent marriage," in which problems are solved "through discussion and negotiation," Silberman said.

"Absent compelling evidence to the contrary, and there is none . . . the same experience will be duplicated in democratically oriented worker-manager committees based on unions," Silberman said. "And, over time, represented employees will commit themselves more fully to their work," increasing productivity, he added.

But workplace cooperation is stymied at every turn by employers whose opposition to unions is almost fanatical, said Richard Bensinger, executive director of the AFL-CIO Organizing Institute. Under current law, he told the commission, any employer who expends an effort — and it doesn't even have to be the maximum effort — to defeat a union campaign can win, any time, anywhere, without breaking the law."

"Until this nation gives workers the right to form a union without the pervasive presence of fear, there can be no genuine employee participation at the work site," Bensinger warned.

He described a poultry plant in Michigan, where he met a young, Hispanic father of two who was working two jobs to support his family. "He told me, 'I would love to talk to you about how to get a union, but I'm very afraid of what the company will do.' He was practically trembling as we talked at his doorstep."

"This encounter was not unique," Bensinger said. "Grown adults, citizens of the most powerful democracy in the world, are afraid to have conversations in the privacy of their own homes that might somehow leak back to their bosses and jeopardize their livelihoods," he said.

Raymond Crowell/Page One Photography

David Silberman, director of the AFL-CIO's Task Force on Labor Law, briefs the Executive Council on the progress of the Dunlop Commission.

"The potency of implied threats, the futility of winning first contracts, fear of retaliation, combined with excessive access to the work force and subtle manipulation through so-called participatory schemes is virtually unbeatable under our current system," he said. "What this means is that right now it is the boss, not the workers, who decide whether there will be a union.

"The law is too seductive for an employer, too easy. If workers don't want unions, what's the problem with giving them a free choice?" Bensinger asked. "Stay out of it and let the workers vote."

The commission, formally called the Commission on the Future of Worker-Management Relations, is chaired by former Labor Secretary John T. Dunlop. It issued a fact-finding report on June 2 and will conduct three more hearings before making its recommendations later this year.

The next hearing, set for Sept. 8, will deal with the accessibility of union representation. AFL-CIO Secretary-Treasurer Thomas R. Donahue will head a panel that will present labor's views on how to protect workers' rights.

AFL-CIO NEWS

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Thomas R. Donahue, SECRETARY-TREASURER

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As Hillary Rodham Clinton speaks at Carpenters headquarters, a digital clock ticks off the number of Americans who have lost their health insurance since the health care debate began in the Senate.

Unions intensify health reform bid

Continued from Page 1

Robert Dole (R-Kan.) and another by Reps. Jim Cooper (D-Tenn.), J. Roy Rowland (D-Ga.) and Michael Bilirakis (R-Fla.).

"Their mission is to bring forward a health care bill so bad that others will be forced to kill it. Then, the blood on their hands will not be seen," he explained.

At a news conference during a break in the Executive Council meeting, moved from Chicago to Washington to keep the union leaders close to the health care debate, Kirkland described the authors of those bills and their allies as "the same forces who opposed Medicare 30 years ago, Social Security 60 years ago and even opposed a ban on child labor early in this century."

"Their essential message never changes: enact no mandates, leave employers and the vested interest alone and they will do what's best for the country."

"Since collectively bargained health insurance burgeoned in the 1950s, unions have played a major role in establishing shared responsibility between employers and working people, which now assures 60 percent of the population private-sector health insurance," said AFL-CIO Legislation Director Robert M. McGlotten.

The bill proposed in the House by Majority Leader Richard A. Gephardt (D-Mo.) comes closest to meeting the federation's principles for health care reform. The plan calls for universal coverage financed through a formula of 80 percent employer and 20 percent individual payments, and includes provisions for cost containment.

The House was set to adjourn Aug. 19 and take up health care when members return after Labor Day. "Members of Congress will respond to one thing — constituent pressure," said AFL-CIO Health Care Reform Campaign Coordinator Charles Stott.

"The House vote looks very close, so your immediate and full attention to this program over the next week or so could very well spell the difference between health care reform and the status quo," Stott said in his exhortation to health care activists.

He urged support for the Gephardt proposal and opposition to all approaches that place the burden on working families while giving employers a free ride.

The Senate began debating the proposal by its majority leader, George J. Mitchell (D-Maine), Aug. 9 and hopes to finish work before the Labor Day holiday. The AFL-CIO pledged "to use every resource at our disposal to strengthen the employer mandate provision as it now stands in the Mitchell bill."

The Senate legislation calls for a 50-50 split between employers and workers, a division that employers who now pay more would argue is the new norm for them to follow — with a devastating impact on collectively bargained health plans.



Raymond Crowell/Page One Photography

Gerald Shea, director of the AFL-CIO's Health Care Campaign, tells the Executive Council about federation's advertising campaign.

"No rational, universal system capable of controlling costs and providing quality care can be built without requiring employer contributions," said AFL-CIO Secretary-Treasurer Thomas R. Donahue Aug. 11 during a news conference called by health care advocates.

"That's the current model that the overwhelming majority of Americans have chosen to develop for themselves, and there is no good reason for moving away from it — other than to placate those employers who have been free-riding all these years."

In Russellville, Ala., 500 United Garment Workers lined up to use the cellular telephone to call Sen. Howell Heflin (D-Ala.) and voice their support for an employer mandate. "They were putting us on hold," said Region V Field Representative Paul Vasquez. "All that did was make the workers more determined to wait them out so they could talk."

Steelworkers Local 3355 in New Jersey also organized a plant-gate phone-a-thon. Gathering at IMO DeLauval Industries gates, the workers used cellular phones to call both New Jersey senators — Democrats Bill Bradley and Frank Lautenberg — to urge them to support a bill that requires employers to provide health insurance to workers.

Unionists can get more information about the cellular telephones by contacting Al Williams at 202/508-6988.

CAPITOL DIGEST

The House overwhelmingly approved legislation to give some 40,000 legislative branch employees the protection of 10 labor laws. H.R. 4822 passed the House by a 427-4 vote Aug. 10.

Many of the bill's backers said it was time for Congress to comply with the laws it enacts for the private sector. "It is simply wrong to insulate us from the effect of these laws," said Rep. Anthony Beilenson (D-Calif.).

The legislation not only provides workplace protections, but enables workers to organize and join unions. Along with congressional workers, employees in such agencies as the General Accounting Office, Government Printing Office and Library of Congress would be covered.

Under the bill, congressional workers would be covered by the Fair Labor Standards Act, Occupational Safety and Health Act, 1964 Civil Rights Act (Title VII), Americans with Disabilities Act, Age Discrimination in Employment Act, Family and Medical Leave Act, Federal Labor Management Relations Act, Employee Polygraph Protection Act, Worker Adjustment and Retraining Notification Act, and the 1973 Rehabilitation Act.

A similar bill is expected to be marked up by the Senate Governmental Affairs Committee.

Elsewhere in Congress:

CHINA MFN — Two efforts to reverse and limit China's most-favored-nation trade status (MFN) failed in the House Aug. 9. A resolution to revoke MFN for China was defeated 75-356. A bill introduced by Rep. Nancy Pelosi (D-Calif.) to deny MFN status for goods produced by the People's Liberation Army and state-owned enterprises, many of which rely on forced labor, also was rejected by a 158-270 vote. Senate Majority Leader George Mitchell (D-Maine) plans to bring a similar bill to the Senate floor.

HIGHWAYS — Legislation to create half a million highway construction and related jobs was approved by the Senate Environment and Public Works Committee Aug. 12. The bill, S. 1887, would establish a new National Highway System (NHS).

Backed by the AFL-CIO, the bill designates some 160,000 miles of roadways as part of the NHS. Those roads would receive priority for federal highway funds, with $13 billion slated to be spent in 1996 and 1997. The measure does not raise taxes but earmarks funds collected from existing excise taxes levied on highway users.

The House passed a similar bill in May and the AFL-CIO urged the Senate to approve the measure before fall adjournment.

HOUSING — The Senate defeated a move to kill funding for a labor-backed initiative that helps meet America's need for affordable housing. By a 55-43 vote, the Senate tabled an amendment to strip $350 million for the Department of Housing and Urban Development's Pension Investment Partnership from the FY 1995 VA-HUD Appropriations bill.

The AFL-CIO's Housing and Building Investment Trusts are actively involved in the partnership, which provides Section 8 rental assistance for projects in which new construction or rehabilitation is financed with pension funds. In August, the trusts were awarded a $50 million grant for an initial round of projects under this program.

The partnership encourages pension funds to make prudent investments in the construction of low- and moderate-income housing.

PENSIONS — The House Education and Labor Committee reported H.R. 3396, the Retirement Protection Act, on Aug. 11. Supported by the AFL-CIO, the bill is the Clinton administration's proposal to reform the federally insured defined-benefit pension system and to improve the security of pension benefits covered by the Pension Benefit Guaranty Corporation (PBGC).

The bill addresses solvency concerns of the PBGC while protecting employee benefit interests. H.R. 3396 strengthens funding rules for underfunded plans, enhances PBGC enforcement authority, increases premiums for severely underfunded plans and improves participant services.

The Ways and Means Committee earlier approved the bill and it is expected to reach the House floor in September.

JOB SAFETY

Fall standard revised

The Labor Department issued revised standards to help protect construction workers against falls, the leading cause of fatality in the industry.

The new rule requires "fall protection" — guard rails, safety net systems or personal equipment — on construction jobs where workers are exposed to a potential fall of six feet or more, said Joseph A. Dear, assistant secretary for occupational safety and health.

The new standard is expected to save 79 lives and prevent 56,400 injuries a year, a significant improvement over the old standard.

The construction industry, which employs about 5 percent of the work force, accounts for 17 percent of job site fatalities, he said.

OSHA is continuing to work on two other standards requiring protection from falls for workers with steel erections and scaffolding projects.

The revised rule takes effect Feb. 6, 1995.

Deaths bring $2 million fine

The Labor Department's Mine Safety and Health Administration has hit Magma Copper Co. and Dynatec Mining Corp. with more than $2 million in penalties for safety violations that resulted in the deaths of four workers at a Magma mine near Superior, Ariz., a year ago.

A year's investigation found that Magma and Dynatec's failure to follow safety requirements and sound engineering practices caused the collapse of an underground shaft.

MSHA assessed each of the 37 violations with the maximum civil penalty of $50,000. Magma was fined $1.55 million for 45 violations and Dynatec was cited for $700,000 for 14 violations.

ACTWU tenacity pays off

An inspection at Fojtasek Co. in Dallas, prompted by complaints from the Clothing and Textile Workers and a contempt of court order by a federal judge, finally resulted in a $243,000 citation by the Occupational Safety and Health Administration for willful and serious violations.

The 1,000 workers, who voted in ACTWU last year, manufacture wood and aluminum doors and windows.

The safety and health inspection they had been pressing for revealed serious hazards, including Fojtasek's failure to provide necessary protective equipment, dangers in machine maintenance, hazardous noise levels, unguarded saws and hazardous chemical exposure.

These hazardous conditions resulted in more than 340 injuries in company operations last year, the union said.

Willful penalty boosted

The Occupational Safety and Health Administration increased the minimum proposed penalty for willful violations of federal job safety and health rules from $5,000 to $25,000.

The penalties are part of an effort to enhance OSHA's enforcement policies targeting the worst violators and offenses; protecting vulnerable populations; deterring violations with significant penalties, including criminal penalties; and getting results more swiftly and efficiently.

The proposed penalties for willful violations based on a cited firm's good faith efforts remain the same. The revision went into effect June 16.

Longshore rule expanded

A proposed Occupational Safety and Health Administration standard would give longshoremen more protection in cargo handling, including a proposal for container-top fall protection.

The equipment and methods of cargo handling have undergone significant modification, said Joseph A. Dear, assistant secretary for OSHA. "This proposal would modernize OSHA's regulatory approach to deal with these changes in the industry," he said.

Containerization requires longshore workers to maneuver atop containers on ship decks where the fall can exceed 50 feet.

The proposal addresses such other hazards as cargo lifting gear, vehicular cargo transfers, manual cargo handling and hazardous atmospheres and materials.

New rule cuts asbestos exposure

New Occupational Safety and Health Administration rules will improve the safety of some 4 million workers exposed to asbestos on the job.

The rules include revised levels of protection against asbestos exposure in general industry and construction work, as well as new standards to protect shipyard workers. According to OSHA, all three standards cut the permissible exposure limit (PEL) in half.

AFL-CIO Safety and Health Director Peg Seminario called the regulations "a step forward in closing a very big gap in the protection of workers who are directly exposed to asbestos," noting they also would improve protections for others who work around asbestos.

The rule affects some 4 million workers: 685,000 in general industry, mostly in auto repair; 3.2 million in new construction, building renovation, maintenance and custodial work in buildings and industrial facilities; and about 1,000 in ship repair.

Joseph A. Dear, assistant secretary of labor for OSHA, said, "with these new rules, we now have in place a regulatory structure that will result in very significant reductions in deaths due to cancer from asbestos exposure and in costs to society."

The new rule does not require asbestos removals but instead focuses on improving management of in-place asbestos through inspections, notifications and worker training, Dear said. The new measures are an important contribution to effective long-term management of in-place asbestos, he added.

One of the key provisions of the standards will be the reduction of the PEL by half, from 0.2 fibers per cubic centimeter in an eight-hour period to 0.1 fibers per cubic centimeter.

Additionally, the new classification system for most work involving asbestos in construction and shipyard employment spells out mandatory, simple, low-cost and low-technology work practices to reduce worker exposure.

Four classes of hazardous conditions for work involving asbestos in construction and shipyards are listed. Each type of activity is matched with an increasingly stringent control requirement.

Class I and II requirements involve the removal of material containing asbestos or material presumed to contain it. Class III means asbestos work involving repair and maintenance where asbestos either is or is presumed to be present. Class IV covers custodial activities where workers come into contact with asbestos-bearing material, as well as clean-up activities involving waste and debris containing such material.

OSHA's conservative estimate is that about 42 new cancer deaths a year will be avoided through use of the new procedures. This does not count workers who would otherwise be peripherally exposed to asbestos, or the lives saved by earlier OSHA standards.

The annual cost of implementing the standards is estimated at $361.4 million. The approach that OSHA will use to enable building owners to identify high-risk asbestos-containing materials avoids the requirement for comprehensive building inspections that could have cost $15 billion.

While welcoming the new regulations, some unions have reservations about certain points.

Gerald W. McEntee, president of AFSCME, praised the regulations but said they fell short on training. His union had advocated the inspection of all buildings for asbestos. Under the new OSHA rules, only buildings built before 1980 will be required to be checked.

Bill Borwegen, health and safety director for the Service Employees, said that while the new rules do represent an increased level of protection for building and maintenance workers, safety standards should be set by the work itself and not by arbitrary measurements.

"We would like the trigger to be placed on the work task performed and not on some arbitrary fiber level," he said. Borwegen also said that levels of particles in the air were difficult to measure accurately. SEIU would prefer that everyone who works around asbestos be protected, he said.

Frank Mirer, UAW director of health and safety, said "the reduction of allowable exposure was necessary and long overdue. We think it's important that they've taken steps to protect workers." He said that stringent industry cost-cutting measures were compromising worker safety and that the new rules would protect against it.

— Press Associates

Judge OKs $1.3 billion settlement for victims

See story, Page 13

Workplace more dangerous, survey finds

By Candice Johnson

The nation's offices, factories and construction sites remain dangerous places for working men and women, the government's census of fatal occupational injuries for 1993 showed.

The Labor Department survey showed workplace deaths increased slightly from 6,217 in 1992 to 6,271 last year, with highway accidents and murder on the job the leading causes of death.

Motor vehicle and highway accidents caused 1,232, or 20 percent of job-related deaths, occurring mostly among truck drivers.

Murder was the second-leading cause of death on the job, occuring in 1,063, or 17 percent of cases, with workers in retail stores and restaurants and taxicab drivers the victims of robbery attempts. Homicide was the leading cause of job-related deaths for women, but men suffered 92 percent of the total fatalities.

AFL-CIO safety and health specialist Lynn Rhinehart said the report was disturbing because "we now have a new area of workplace tragedy to resolve — murder on the job," in addition to fatalities remaining stubbornly high in such areas as construction and highway accidents.

"We still have a lot to do to make workplaces safe," she said.

The AFL-CIO is pressing for an overhaul of the Occupational Safety and Health Act, which has not been updated since it first was enacted in 1970.

OSHA reform bills now pending in both the Senate and the House of Representatives would give workers the capability — through worker-employer committees — to identify and take action to eliminate job hazards.

OSHA reform also would provide for tougher penalties for criminal violations of health and safety laws and would expand coverage to some 7 million public employees who work in dangerous occupations but now have no job safety protections.

Labor Secretary Robert B. Reich said the report was evidence that the safety of working Americans continues to be threatened every day.

Workers were killed "after getting caught in equipment, when they fell, when they were electrocuted or exposed to dangerous chemicals," Reich said, adding that the great tragedy is that such events were preventable.

He pledged to step up the Labor Department's enforcement and training efforts to reduce the death toll resulting from traditional workplace injuries and illnesses, and "to curb assaults and violent acts at the workplace."

OSHA issues confined space rule for shipyard industry

Final regulations updating the 30-year-old rule on dangerous confined spaces in the shipyard industry have been published in the federal register by the Occupational Safety and Health Administration.

The revised rule expands coverage to all shipyard-related activity, including landside operations and contains new training, rescue and contract work provisions. Effective Oct. 25, the rule will cover some 100,000 shipyard workers.

Among the rule's requirements:

- Stringent labeling of unsafe confined spaces as "Not Safe for Workers" or "Not Safe for Workers — Not Safe for Hot Work" in areas with high oxygen levels or flammable atmospheres.
- Designation of a knowledgeable person to initially identify and evaluate confined spaces, with overview by a certified industrial hygienist or marine chemist.
- Record-keeping provisions for all confined space testing.

EXECUTIVE COUNCIL

AFL-CIO urges Congress to reject GATT legislation

By Michael Byrne

The AFL-CIO urged Congress to reject the implementing legislation for the Uruguay Round of the General Agreement on Tariffs and Trade (GATT), comparing it to the flawed North American Free Trade Agreement.

"The Uruguay Round offers little, if anything, positive to working people and their communities," the Executive Council said in a statement. "Millions of American workers have already suffered greatly from the damaging effects of unfair and inequitable trade. For many Americans, the agreement will mean enormous economic disruption and job loss."

The federation also expressed dismay that the Clinton administration abandoned the link between worker rights and trade in pushing the implementing legislation and fast-track negotiating authority through congressional committees.

The legislation was passed out of the House Ways and Means Committee after the White House agreed to a Republican demand that worker rights and environmental protections be stripped from the fast-track authority. The Senate Finance Committee approved the measure without the fast-track negotiating authority, and the two versions are headed for conference.

"For two decades, through successive Republican and Democratic administrations, U.S. policy has directed the Executive Branch to seek the inclusion of enforceable worker rights and standards in trade agreements," the Executive Council pointed out.

The Uruguay Round does not address what the council called "the cruelest and most prevalent unfair trade practice of all — the suppression of worker rights by governments seeking a low-wage, low-standard 'comparative advantage' on the world market."

World trade will not significantly improve living standards in the underdeveloped nations "unless and until multilateral trade agreements enforce the rights of working people to associate freely, to form unions, to share in economic progress and thereby to create broad markets for goods and services," the council said.

The council opposed the unconditional fast-track extension, as well as so-called "NAFTA parity" for Caribbean countries and any renewal of the Generalized System of Preferences that lacks substantive reform.

AFL-CIO Secretary-Treasurer Thomas R. Donahue said the federation will make a special effort to gain separate authority for GSP with amendments to strengthen the definition and implementation of worker rights.

"The GSP filings by labor groups have been valuable in forcing developing nations to adhere to international labor standards, including the right to organize unions," Donahue said. "These countries do not want to lose their trade privileges."

Meanwhile, Americans have only begun to feel the adverse impact of NAFTA, the council was told in a report by Mark Anderson, director of the federation's task force on trade.

Filings have been made on behalf of some 27,000 workers who have lost their jobs to trade or investment to Mexico, "but that is just the tip of the iceberg," Anderson said, noting that many workers have been unable to meet the stringent training requirements to receive trade adjustment assistance under the NAFTA program. "No auto parts and supplies workers have been able to jump through those hoops."

A report by the AFL-CIO Economic Research Department charted the increased trade with Mexico since NAFTA was implemented in January, with imports increasing much faster than exports. U.S. investment in Mexico has continued to grow despite political uncertainty there following a civil uprising and the assassination of the ruling party's presidential candidate.

The report also scored the North American Agreement on Labor Cooperation, "the purposefully weak side agreement to the NAFTA," which has yet to produce positive results for U.S. workers. The Clinton administration only recently appointed a director of the National Administrative Office, required in each country to respond to labor complaints and to oversee a trinational program on labor cooperation.

So far, the NAO has accepted complaints on violations of labor law in Mexico from the Teamsters, concerning workers at a Honeywell plant, and from the unaffiliated United Electrical Workers, concerning workers at a General Electric facility.

Another complaint was lodged Aug. 16 by four human rights groups from both the United States and Mexico, charging Sony Corp. and the Mexican government with failing to live up to Mexican labor laws for firing and harassing union activists.

The IBT and UE charged Aug. 12 that the Labor Department is spending money on a trinational conference on "productivity, employee involvement, total quality management, information sharing, and other characteristics of a high-performance workplace," while refusing to conduct a field investigation into the union complaints.

The Labor Department delayed the hearing from Aug. 31 to Sept. 12 and removed a requirement that all testimony be submitted in writing in advance. But the hearing will be held in Washington, "making it impossible for the agency to hear direct testimony from dozens of fired Mexican workers whose rights were violated," the IBT said.

Meanwhile, the Texas AFL-CIO announced plans to revive a committee to monitor labor conditions in U.S. factories in the Mexican maquiladora section.

Council condemns Sprint for blatant abuse of workers

The AFL-CIO condemned an attack on workers by Sprint Long Distance, which abruptly closed down a subsidiary in San Francisco just as workers were prepared to vote to be represented by the Communications Workers.

"This outrage is only the latest in a pattern of Sprint's aggressive behavior toward its employees as the company seeks to preserve the non-union status of its long-distance operations," the Executive Council said in a statement.

The federation called on Congress and the administration "to investigate this pattern of worker rights abuses by a company that currently handles 40 percent of the government's long distance telephone business."

Seventy percent of the workers at Sprint/La Conexion Familiar, serving the growing Hispanic market, had petitioned for the union election in an organizing campaign that focused on discriminatory pay and work practices.

Most of the workers were Hispanic women. The closing affected 225 workers, 170 of whom were eligible to vote for a union. The sudden shutdown included brutal handling by corporate security, who strip-searched the workers without cause. Many of the women required emergency medical attention.

While Sprint owns several local phone companies that have been organized for many years by the CWA and the Electrical Workers, "the company provides its long distance supervisors with a manual defining their most important function as preventing Sprint employees from exercising their right to join a union," the council noted.

"The closing of La Conexion Familiar is obviously intended to send a message to its employees nationwide," the statement said.

CWA President Morton Bahr told the council that unfair labor practice charges have been filed with the National Labor Relations Board, which is taking depositions from workers and supervisors.

"The record is so blatant that we believe the NLRB should seek a 10(j) injunction," Bahr said, referring to a section of the National Labor Relations Act that could be used to force the company to reopen the office and proceed to a representation election.

The CWA also launched a national ad campaign appealing to actress and Sprint spokesperson Candice Bergen to help them get their jobs back. Bergen portrays TV character Murphy Brown, a reporter with a social conscience who symbolizes the working single mother.

In an open letter to Bergen in the show business weekly, Variety, three of the fired workers challenged TV's Murphy Brown to demonstrate whether her social conscience is real or just an act.

About 70 of the La Conexion Familiar workers were welcomed to the recent convention of the Labor Committee for Latin American Advancement in San Jose, Calif., Vice President Linda Chavez-Thompson of AFSCME told the council.

"It was very tragic to hear their stories, particularly some of the women who were strip-searched," she said. "It will affect many children whose parents both worked in the company. Now both are out of work." LCLAA delegates raised almost $2,000 for the families.

La Conexion Familiar had been very successful in serving the Spanish-speaking market throughout the West and Midwest, growing by as much as 20 percent a month, company officials acknowledged to a newspaper reporter in March. Now the company was claiming it was shutting the facility for economic reasons.

"This was union-busting pure and simple," Bahr said. "But we've had great community cooperation and support from the Spanish caucus. Everything is in place to make this a win for the workers."

— Michael Byrne



Raymond Crowell/Page One Photography

CWA President Morton Bahr describes Sprint's "brutal mass execution" of Hispanic workers set to vote for his union. At left is Teamsters President Ron Carey.

Dunlop urged to rectify legal abuse of workers

Continued from Page 1

to make the primary employer responsible, as it is done by statute in some Canadian provinces. ''But unless we deal with the independent contractor tax exemption status, we cannot deal with the economic forces,'' he said.

Mine Workers President Richard L. Trumka suggested the commission look at how the Mine Safety and Health Administration had redefined contractors, making the primary employer liable for contractors' actions. ''Taxpayers shouldn't be required to pay for union-busting tactics through these employer tax deductions,'' he said.

Lenore Miller, president of the Retail, Wholesale and Department Store Union, urged Dunlop to examine economic restructuring in the retail industry, particularly as it relates to employee rights in bankruptcies, reorganizations and successorships.

Most questions and suggestions from council members related to the difficulties workers have in organizing, faced with a union-busting opposition that operates with impunity. Clothing and Textile Workers President Jack Sheinkman challenged the commission's report on the number of illegal discharges.

''You can't just look at NLRB statistics and presume that most employers abide by the law,'' he said. ''The report doesn't include those workers who settle for back pay and don't get their jobs back. Most employers try to frighten off employees'' from forming a union.

''Nearly one-third of all units organized end up with an employer who surface bargains,'' Trumka said. ''If the union and employer know they have a period of time to settle before a third party gets involved, they will negotiate.''

Employers who violate labor laws should be made to pay triple damages, rather than simply to ''make whole'' workers' lost wages, said Paperworkers President Wayne Glenn.

Electronic Workers President William Bywater called for requirements that union representatives be invited to employers' captive-audience meetings, ''and have a right to keep them from being intimidated.''

Such fair representation remedies have been stripped out of the law in recent years, UAW President Owen Bieber said. ''In the old days, if employers made the unfair statements and we could prove it, we got representation.''

Bieber said the commission can fulfill its mission to encourage labor-management cooperation by removing the adversarial nature of the union organizing process. ''When you are fighting each other with every weapon at your disposal, what happens when you get to the bargaining table?'' he asked. ''Why should employers object to cooperation on the front end to get cooperation on the back end?''

David Silberman, who heads the AFL-CIO Task Force on Labor Law, told the council that the federation is using the Dunlop Commission fact-finding report to show the public that the decline of unions is tied to the general decline of the American middle class. To distribute the message as widely as possible between now and the commission's final report, the AFL-CIO is working with a coalition of some 170 organizations, ''broadening out beyond the labor movement.''

The prospects for success on the Dunlop recommendations or on any other legislation next year depend on the 1994 elections, which are afflicted by election history, the council was told by COPE Director Richard Walsh and Legislative Director Robert M. McGlotten in a special joint report.

Walsh and McGlotten described a bleak political landscape in which the Republicans threatened to seize control of both the Senate and House, undermining the legislative agenda for workers. Walsh urged unions to participate in a national campaign coordinated district by district to reverse the political stream.

AFL-CIO President Lane Kirkland told the council ''the single most important lobbying job we can do is in the election in November. Unless we do well there, we can't count on legislation favorable to workers.''

In other actions, the council:

- Heard a report on the threat to Social Security by a new federal entitlements commission, which is seeking across-the-board spending caps. Trumka, the sole labor representative on the panel, said the commission refuses to address the health care problem or to consider reducing tax entitlements, such as the foreign investment tax credit.

''The commission refuses to acknowledge that the 1981 Reagan tax bill contributed $1.3 trillion to the deficit between 1982 and 1992,'' Trumka said.

- Referred to the Energy Committee a recommendation that the federation not oppose a legislative proposal to export Alaskan oil, as long as the ships used to move the oil are crewed by U.S. maritime workers. Kirkland appointed to the committee Seafarers President Michael Sacco and Oil, Chemical and Atomic Workers President Robert Wages, who had submitted letters arguing for and against the change.
- Heard a report from the newly constituted Full Participation Committee, which has expanded a questionnaire to find out where minorities and women are located within union organizations. Electronic Workers Vice President Gloria Johnson said the committee would hold a series of field hearings with local unions and state and local AFL-CIOs to see what actions might be necessary to boost diversity in the labor movement.



Raymond Crowell/Page One Photography

Dorothy Height, president of the National Council of Negro Women, told the Executive Council about her organization's plans to create six National Centers for African-American Women, providing resources to improve the quality of life for African-American families. Unions were urged to contribute to the effort by contacting the council at 1001 G St. NW, Suite 800, Washington, D.C. 20001.

Workers seek entry to information superhighway policy

By Candice Johnson

Rapidly changing technologies and the expanding information superhighway offer both opportunities and pitfalls for working Americans, the Executive Council said.

Because government policy in these areas will have a major bearing on the quality and security of tomorrow's jobs, workers and their unions must be in full and equal partnership with business and government in its development, the council said in a statement.

Vice President Morton Bahr, who heads the Committee on National Information Infrastructure, reported on the committee's concerns that working Americans realize full benefit from the ''information superhighway'' and not permit the nation to be divided into ''information haves and have-nots.''

If the labor movement ''doesn't become intimately involved, we will have commerce driving this new technology, rather than raising the quality of life through improvements in education and opportunity,'' Bahr warned.

He pointed to evidence that employees ''who work with computers earn about 15 percent more than those who don't'' as just one reason the AFL-CIO must press for full access for working Americans.

Conversely, the ''technology revolution in the telecommunications industry has resulted in the loss of 250,000 high-wage, high-tech jobs over the past 13 years,'' he noted, with most of these new jobs providing lower wages and far inferior benefits.

Bahr also said that many of the new telecommunications jobs are being created by ''aggressively anti-union employers,'' a trend that could have a detrimental effect ''on the ability of working Americans to find good, high-wage jobs.''

Bahr reported on the committee's session with Larry Irving, director of the National Telecommunications and Information Administration and assistant secretary of commerce.

Labor must stay involved

Irving stressed that the labor movement must be closely involved in the developing technologies to offset market forces that could limit access to just the privileged few, Bahr said.

The committee also cautioned that the new technologies raise serious privacy concerns and possible intrusion by both government and commercial enterprises.

''With the arrival of new technologies for data collection, storage and dissemination, the potential for the invasion of a worker's private life will grow,'' the committee warned.

Government must protect the public interest, public access and public programming, to ensure that ''Americans of all incomes levels fully benefit from the information highway,'' it added.

The council statement noted the successful experiences of several affiliates involved in joint decision making about workplace technology and efforts to establish high performance workplaces.

The statement called on the Commerce Department's National Institute of Standards and Technology — a key federal agency on technology policy — to open its programs to union and consortia proposals, and to initiate a new program supporting labor-management cooperative efforts in the area of new workplace technologies.

In a separate statement on telecommunications reform legislation, the council stressed that a ''level playing field'' among service providers would best benefit the public interest and pressed the Senate to modify proposed telecommunications legislation.

The bill, S. 2111, originally would have allowed cable television firms to compete for telephone service contracts within one year, but barred local phone companies from entering the cable market for up to five years.

It also imposed additional operating costs on local telephone companies, requiring them to set up separate subsidiaries for long distance service.

Congressional action that would unfairly restrain competition in the cable television and long distance industries ''would thwart job creation and deny consumers the benefit of lower prices,'' the council said.

The Senate Commerce Committee, approving the bill by an 18-2 vote on Aug. 10, changed the proposal to allow the telephone and cable carriers to compete within one year.

Labor seeks alternative fair immigration policy

By James B. Parks

The AFL-CIO called for a re-examination of the employer sanctions provision of the Immigration Reform and Control Act, saying labor would explore alternatives to ensure fairness for all workers.

The Executive Council also urged affiliated unions to work for the defeat of California's Proposition 187, a "malicious proposal" that would deny public social services, education and public health care to the families of illegal immigrants.

Such a "vindictive, poorly drafted measure" would "encourage discrimination, regardless of their citizenship or immigration status, against all Asian and Latino workers and their families," the council said in a statement.

The council also reaffirmed its support for health care and welfare reforms that maintain and preserve established protections for immigrants and their families.

The AFL-CIO has consistently opposed all government policies and programs that would "permit the exploitation and harassment of undocumented workers and their families or that would stigmatize and penalize immigrant workers and their families who are legally in the United States," the council said.

"Illegal immigration affects many states and communities. Its impact has been grossly and unfairly exaggerated," the statement said. "This scapegoating of immigrant workers is a calculated political ploy. It is designed to divert public attention from the real problems — the general deterioration of employment opportunities and wages — brought on, not by immigrants, but by faulty and discredited economic and social policies."

The AFL-CIO has backed employer sanctions, with strong anti-discrimination systems and enforcement, as a means to prevent exploitation of workers and stem the tide of illegal immigration.

In some cases, however, sanctions may have led to discrimination against citizens and legally documented immigrant workers, the council said. Affiliates reported that some employers, rather than face possible fines for hiring illegal workers, avoided hiring some workers "because they look or sound foreign or have foreign names."

Other "unscrupulous employers who have knowingly continued to hire undocumented workers are still using the fear of arrest and deportation to exploit workers for their own profits and to chill organizing drives by unions," the statement added. "These abuses of the rights and dignity of workers are significant, and they must be quickly addressed and remedied."

Two immediate steps that could be taken, the AFL-CIO said, would be for the Justice Department to vigorously enforce the anti-discrimination provisions of the 1986 law and for the Labor Department to stop allowing its wage and hour investigators to look into employees' immigration status.

Some employers have used the threat of the inspectors' presence to frighten workers, thwart union organizing drives and hinder investigations of other labor law violations, the AFL-CIO noted.

The AFL-CIO renewed its call for improved border controls, including the hiring and expanded training of more Immigration and Naturalization Service border agents and the marshaling of resources to improve recordkeeping and internal enforcement services. It also has urged the streamlining of procedures for legal entry into the country, qualifying for citizenship and obtaining legal status.

Finally, the federation, without endorsing any particular plan, called for exploration of a fraud-proof, non-discriminatory, non-card system to enable employers to verify quickly every new hire's eligibility to work.

"By providing employers with a simple, accurate process for verification that does not involve the use of one or more documents, the burden of producing and examining documents would be eliminated for both employers and workers," the council said. Any non-card verification system must be protected by a law that prohibits its use for any other purpose, it added.

World community urged to seek end to Nigerian tyranny

The AFL-CIO called on the U.S. government and the United Nations to exert pressure to end the brutal military dictatorship in Nigeria.

"Over the past year, this dictatorship has attempted to smother democracy, muzzled the press, and restricted workers' rights and freedoms," the Executive Council said in a statement. The ruling junta annulled the 1993 presidential elections and arrested the winner, Chief M.K.O. Abiola, because he opposed their regime.

"The political arrests, detentions and trials must cease," the council said. "Abiola and other political prisoners must be released. In addition, civil liberties must be restored, the results of last year's elections respected, and civilian rule re-established."

The council praised Nigeria's trade union federations, the Nigerian Labour Congress (NLC) and Senior Staff Consultative Association of Nigeria, for being "two of the country's strongest advocates for democracy."

Some 150,000 members of the Petroleum and Natural Gas Workers struck July 4 in support of worker rights, democracy and the release of Abiola. The union's general secretary, Frank Kokori, was briefly detained and forced to go into hiding.

When other unions joined in a general strike, the police responded violently, killing at least five workers. The NLC later called off the general strike to pursue talks with the government.

Whatever the outcome of the talks, "the central problem is still the military dictatorship that has been a disaster for Africa's most populous country," the council stated.

Help for Rwanda

Noting the tragic loss of human life in Rwanda and Zaire, the council commended the many humanitarian missions trying to alleviate the suffering, including efforts by the U.S. military, but warned that earlier action is needed to prevent future catastrophes.

"At the same time, the progress of the tragedy there illustrates the need for the international community to respond earlier and more effectively to avert massive suffering," the council said.

One key component of rebuilding Rwanda must be a strong trade union movement, "the last remaining nonpartisan, multi-ethnic institutions in that war-torn country," the federation said. "They will be vital to the success of any efforts to construct a peaceful and stable civil society."

The AFL-CIO urged the International Confederation of Free Trade Unions to implement an action plan that would include a team of trade union organizers and community service specialists sent to help Rwandans rebuild their unions.



Raymond Crowell/Page One Photography

Meany Human Rights award winner Mario Chanes acknowledges cheers, led by Lane Kirkland.

Chanes: AFL-CIO energized Cuban workers

By Muriel H. Cooper

Calling it "a day I will never forget," Mario Chanes de Armas accepted the 1994 AFL-CIO George Meany Human Rights Award during the Executive Council meeting.

Chanes, a former leader of the Cuban Brewery Workers, spent 30 years as a political prisoner in Cuba, falsely accused of trying to assassinate Fidel Castro after he denounced the Communist regime. He was released in 1991 but was forced to wait for two more years before he was allowed to join his family in Miami.

"Throughout his brutal imprisonment, Chanes remained unshaken in his love of liberty, free trade unions and human dignity, and he continues to champion the struggle for freedom in Cuba to this day," said AFL-CIO President Lane Kirkland as he presented the award. The award includes a check for $5,000.

Chanes was the last of the historic "plantados," who refused to be indoctrinated or to wear prison uniforms in defiance of Castro.

The AFL-CIO and its affiliates mounted an international campaign to win the release of Chanes and Ernesto Diaz, another political prisoner who was released in 1990.

"We heard through Radio Marti, on a radio we had clandestinely secured, the news about the formation of the AFL-CIO Labor Committee for a Free Cuba and its decision to select Ernesto and me as the subjects of an international campaign to gain our freedom," Chanes said in a statement to the council.

"For us, that was a moment of great encouragement because it provided us with the extraordinary courage needed to act in human solidarity," he said.

The committee's creation "was a recognition of the Cuban workers who had been sent before the firing squads only because of their desire to create in our country a free and independent labor movement," said Chanes.

Chanes also praised the federation in its effort "to protect the life and human rights of Rafael Gutierrez, general secretary of the Trade Union of Cuban Workers (USTC)."

Thanks to the international solidarity campaign mounted by the AFL-CIO, Gutierrez was rescued "after suffering physical abuse during six months of isolation, humiliation and psychological pressure designed to break him and punish him for his decision to establish an independent trade union, in keeping with the laws of the same Cuban government," said Chanes.

Gutierrez went on a hunger strike in late June to protest the union's lack of legal recognition and the Cuban government's denial of a visa for him to attend a human rights meeting. He resumed eating after satisfying himself that the world had learned of the plight of Cuban workers.

Joined by friend and cellmate Diaz, Chanes told the council that the AFL-CIO struggle was not in vain and, indeed, had energized the movement for worker rights in Cuba.

EXECUTIVE COUNCIL

International organizing aided

AFL-CIO President Lane Kirkland appointed a panel to examine how to intensify, target and plan international strategic approaches to boost organizing and solidarity activities overseas.

Ladies' Garment Workers President Jay Mazur, whose union recently preserved U.S. jobs at dress manufacturer Leslie Fay working with Leslie Fay workers in Central America, was selected to chair the International Affairs subcommittee on international organizing and solidarity.

Mazur described the international campaign against Leslie Fay and also how he and Jack Sheinkman, president of the Clothing and Textile Workers, worked through the federation's American Institute for Free Labor Development to recruit and train union organizers in the Dominican Republic, leading to the first organizing victory in the so-called "free-trade zone."

Sheinkman was named to the panel, along with Richard L. Trumka of the Mine Workers, John J. Barry of the Electrical Workers, William Bywater of the Electronic Workers, Doug Dority of the Food and Commercial Workers, John T. Joyce of the Bricklayers, George Kourpias of the Machinists, Lenore Miller of the Retail, Wholesale and Department Store Union and Linda Chavez-Thompson of AFSCME.

IBT loan debt reduced

The Executive Council agreed to forgive $1.5 million in loan obligations this year by the Teamsters, who are financially strapped after winning a strike against the nation's freight companies.

The 24-day strike was a struggle "against the reduction of full-time employment to part time, a struggle of importance to all affiliates of the federation," the AFL-CIO Finance Committee reported in recommending the loan forgiveness.

The committee said it would examine the union's financial situation in mid-1995 to determine if further action is needed. The IBT paid nearly $30 million in strike benefits to its freight members, obtaining a $5 million loan from the AFL-CIO and another $5 million from affiliates.

"Our union has made a commitment to be there when other workers are fighting to defend the American Dream, and the AFL-CIO and its affiliated unions have certainly been there for us," IBT President Ron Carey said.

Rapid arbitration approved

The council approved a draft proposal for rules to deliver quality, low-cost, rapid arbitration decisions, subject to further discussions with the American Arbitration Association.

The proposal, presented by Secretary-Treasurer Thomas R. Donahue, calls for a method of arbitrating cases "where there are no complex issues that warrant a full hearing with transcripts and briefs."

Besides calling for these desk awards, with an option to make awards based on documents only, the plan specifies that a hearing be held within 10 days of an AAA request and include pre-selected regional panels of experienced arbitrators; fixed arbitrator fee of $500 for one day of hearings and a $75 filing fee with AAA, both split between the parties; and the possibility that multiple cases may be heard on the same day for the same fee.



Roger Kerson/UAW

Some 2,000 Caterpillar workers and union supporters marched through Chicago's Loop to the company's stockholders meeting, again bringing workers' grievances to management's attention. UAW Secretary-Treasurer Bill Casstevens also briefed more than 150 private and institutional investors in Caterpillar stock. The National Labor Relations Board has issued 95 unfair labor practices complaints against the company.

All-labor effort at Caterpillar planned

Strategic Approaches outlined in several disputes

By James B. Parks

The AFL-CIO is assisting unions in several major labor disputes and looking for ways to help in the critical confrontation at Caterpillar.

Mine Workers President Richard L. Trumka, who chairs the federation's Strategic Approaches Committee, told the Executive Council the UAW has contacted the committee about getting the entire labor movement involved in the seven-week unfair labor practice strike at Caterpillar Inc.

More than 13,000 workers have been out since June 21 in a strike seeking to resolve 95 unfair labor practice complaints filed against the company by the National Labor Relations Board.

AFL-CIO Organizing Director Joe Shantz said the federation would be assisting what is already a massive UAW corporate campaign to force the company to negotiate a contract.

Some 2,000 striking employees and their supporters rallied Aug. 5 in Chicago at Caterpillar's stockholders meeting to draw attention to the dispute. UAW Secretary-Treasurer Bill Casstevens also met with financial analysts and institutional investors to brief them on the company's financial condition.

The AFL-CIO Organization and Field Services Department also is assisting the Rubber Workers in its strikes against Bridgestone/Firestone and Pirelli Armstrong Tires, Shantz said.

Although the strike is not an official Strategic Approaches project, regional directors have been asked to coordinate support for the striking locals, through field staff, state and local central bodies and community service liaisons.

Trumka reported on continued AFL-CIO efforts to assist workers in disputes at the San Francisco newspapers and at Black Entertainment Television (BET).

AFL-CIO staff members have been assigned to assist the five unions of the Council of Newspaper Unions (CNU) in their contract dispute with the Chronicle and Examiner newspapers. The papers are managed under a joint operating agreement. The contract expired in November 1993.

The San Francisco activities include initiating in-plant actions, building community and religious support, mounting a corporate campaign and preparing for an advertiser boycott, Trumka said.

Negotiations had broken off for four months when the company suddenly refused last March to meet jointly with the unions on economic issues, a practice it had followed for 25 years. The unions filed unfair labor practice charges against the newspapers. Negotiations resumed in July after the NLRB indicated it would rule against the papers.

Negotiations are now taking place with individual unions on non-economic issues, Trumka said, with joint talks on economics set for September.

Community support for the newspaper unions was greatly bolstered when the San Francisco Board of Supervisors voted unanimously Aug. 2 to back some 1,000 youth carriers whose jobs the papers want to eliminate.

The CNU includes members of the Newspaper Guild, Teamsters, Communications Workers, Graphic Communications and Service Employees.

The workers at Black Entertainment Television voted for representation by the Electrical Workers but are now being forced to fight for a first contract. BET is headquartered in Washington, D.C.

IBEW Local 1200 won a representation election for about 60 mostly African-American employees in July 1993. Several union activists were laid off during the election campaign. BET Holding Inc. operates the cable television network, which is available in about 40 million households nationwide. It also publishes two magazines, Emerge and Young Sisters and Brothers.

BMWE joins UTU on picket line as Soo Lines solidarity strong

The six-week-old strike against Soo Line Railroad Co. intensified as workers from 17 unions agreed to a "unified strategy" to force the company to negotiate.

Meanwhile, a second union joined the striking United Transportation Union in picketing the Soo Line. The Maintenance of Way Employees, who had honored the UTU strike, threw up pickets in three states Aug. 15 after the company threatened to replace those workers who refused to cross the picket lines.

The company responded with a declaration of war: taking bids to contract out the work done by the BMWE.

In Minneapolis, about 100 union supporters marched to Soo Lines' headquarters demanding that the company reopen talks.

Some 1,100 conductors, brakemen and yard workers, all members of UTU, walked out July 14 over wages and work rules. Another 2,900 members of the other 16 unions are honoring the UTU picket lines.

"We are very appreciative and proud of the support we have received from all of the rail unions and from the rest of organized labor, L.W. Swert, UTU's assistant president said. "We cannot win this alone," he said.

The union strategy is designed to pressure Soo's parent, Canadian Pacific Railway. "Union busting is not acceptable behavior in Canada," said BMWE spokesman Paul Swanson.

"The Canadian Pacific is attempting to break the UTU and all of rail labor by provoking the strike on the Soo Line," BMWE President Mac A. Fleming said. "Rail labor today has risen to the challenge. We will not tolerate this treatment of our brothers and sisters in the United States or Canada."

The strike has shut down about 90 percent of Soo Line's operations, the union said. "The company is pretending things are under control," said UTU spokesman Roger Bybee. But the company is hearing from farmers who wanted to ship their harvests.

Contract talks, under the auspices of the National Mediation Board, broke down July 25. No new talks are scheduled.

The 16 other unions, which signed agreements with Soo Lines between 1990 and 1992, represent crafts such as locomotive engineers, dispatchers, clerks, communications and plant and equipment maintenance employees.

AFGE explores expanded role in 'partnerships'

Unity in diversity called key to union's success

By Sharolyn A. Rosier
Chicago

More than 1,000 delegates to the Government Employees convention were told the union would continue to break new ground as partners with government in the Clinton administration's National Partnership Council.

But AFGE President John N. Sturdivant told the delegates that the partnership will be possible only if employees "use our diversity to strengthen our union, not weaken it. Partnership with the federal government will be impossible if we are not able to forge partnerships with each other."

Vice President Gore also pointed to the importance of the union in partnership agreements, noting, "those people who are closest to the problems that have to be dealt with every day know the most about what is needed to solve those problems. You don't need 23 layers of management and all the red tape and paperwork to tell you what needs to be done."

It wasn't "management enlightenment" that improved the plight of workers in the mines and the mills of the 1930s, AFL-CIO President Lane Kirkland told the AFGE delegates. "It was the unions that made the difference. The only hope for workers today is organizing. This would restore balance and vitality to the working middle class in America."

U.S. Housing and Urban Development Secretary Henry Cisneros also applauded the union for its role in partnership. He added the agreements will not work without the union and workers who know what needs to be done.

AFL-CIO Vice President Gloria Johnson pointed to the importance of diversity in the labor movement, noting women and minorities make up three-fourths of the new hires joining the work force. By the year 2000, she said, women will be in a majority in the workplace.

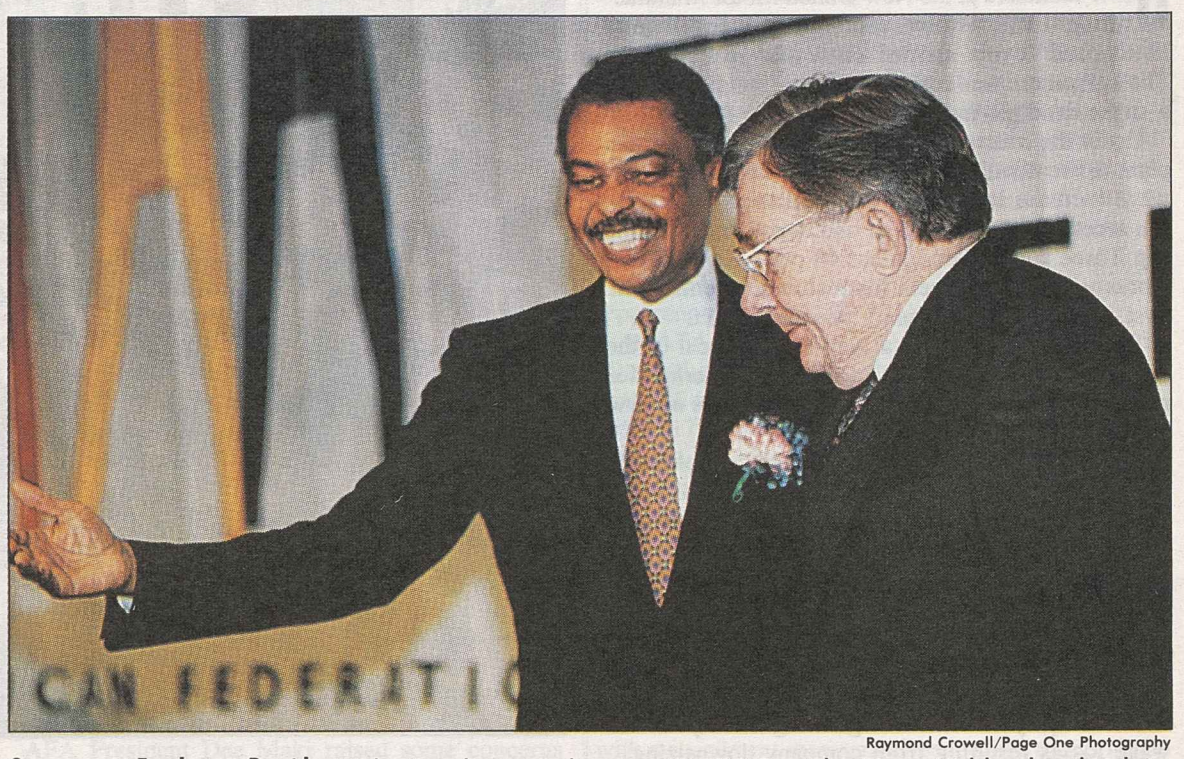
"Discrimination of all kinds still presents artificial barriers in our society which keep people from excelling to their full potential," said Johnson, an Electronic Workers vice president and president of the Coalition of Labor Union Women.

"Women are joining unions in record numbers because they want to be organized, they want better benefits, better training and equal treatment," she said. "These statistics present a major challenge and opportunity to today's unions to get women organized."

A panel discussion on Caribbean trade unions and downsizing of the U.S. government, moderated by AFGE Vice President Robert Nelson, also pointed to the importance of utilizing the diversity of the work force.

Panelists included Kertist Augustus, secretary-treasurer of the Caribbean Congress of Labor; Claris Charles, administrative officer of the Grenada Union of Teachers; Lloyd Goodleigh, general secretary of the National Workers Union; Joseph Pollydore, general secretary of the Guyana Trades Union Congress; Ross Alexander, general secretary of the Trinidad and Tobago Seamen and Waterfront Workers; and David Schlein, AFGE national vice president.

Delegates overwhelmingly re-elected Sturdivant president and Bobby L. Harnage secretary-treasurer. Kitty Peddicord defeated Joan Welsh in a run-off election to become director of the union's Women's/Fair Practices Department. Peddicord is an organizer for the union.



Raymond Crowell/Page One Photography

Government Employees President John Sturdivant welcomes AFL-CIO President Lane Kirkland to the dais.

APWU delivers urgent message on health care

Convention takes stock of past major victories

Detroit

The Postal Workers celebrated a couple of major victories, renewed their commitment to joint bargaining and resoundingly declared their support for comprehensive health care reform.

APWU President Moe Biller recounted how the union brought back 20,000 jobs through the remote bar code sorting agreement and joined delegates to the union's biennial convention in celebrating the legislative victory on Hatch Act Reform, which President Clinton signed into law last fall.

AFL-CIO President Lane Kirkland also joined Biller and U.S. Postal Service officials Aug. 17 in a "second-day" ceremony on the issuance of the George Meany commemorative postal stamp. Biller had left the convention briefly the day before to attend the first-day ceremony at AFL-CIO headquarters. **(See story, Page 16.)**

Delegates also unanimously passed two resolutions calling for joint bargaining with the Letter Carriers and Mail Handlers in the upcoming national negotiations with postal management.

"We oppose all efforts to weaken comprehensive health care reform," Biller told the convention. "We are going to do everything we can to help beat back the amendments of special interests who are trying to wreck effective health care reform."

Biller told the more than 3,300 delegates that "out-of-control health care costs are taking too much out of our economy, too much out of our paychecks and too much out of the federal budget."

The current system puts unfair pressure on postal health and retirement benefits, Biller said, and "without an employer paying a substantial share of the premium, health care coverage is beyond the reach of many middle-class Americans."

Vice President Gore repeated that theme, telling the convention that the poor have health care through Medicaid and the rich "can always buy health care. It's working families that have been left out. We're going to fight for working families."

Gore also addressed the concerns of postal workers about their future on the "information superhighway." The Clinton administration will resist efforts to turn the United States into "a nation of people glued to computer screens, addicted to E-mail," he said. "There is nothing like a letter, written by hand, put in an envelope with a real stamp, dropped into a mailbox and delivered to the house."

Several top labor leaders — UAW President Owen Bieber, Farm Workers President Arturo Rodriquez and AFL-CIO Industrial Union Department President Elmer Chatak — all vowed their support to keep the postal service public.

Other speakers included AFL-CIO Vice President Gloria Johnson of the Electronic Workers; Kent Wong, president of Asian Pacific American Alliance; and Reps. William Ford (D-Mich.) and William Clay (D-Mo.).



Bill Burke/Page One Photography

Postal Workers President Moe Biller leads convention cheers for Vice President Gore.

BARGAINING

UAW ratifies NUMMI pact

UAW members at the New United Motor Manufacturing Inc., a joint venture between General Motors and Toyota, ratified a new four-year contract. The agreement was reached Aug. 3, just hours after a strike deadline had passed.

Under the contract, 3,500 NUMMI workers at the plant in Fremont, Calif., will receive a $1.04-an-hour wage increase in the first year and another raise in the second year identical to one negotiated with the Big Three automakers, about 48 cents. In addition, workers gained 3 percent lump-sum payments in the first, third and fourth years of the contract.

The pact also includes a long-coveted goal of the UAW: fully paid, lifetime health care coverage for retirees age 65 or older with 10 or more years of service, as well as for their spouses.

Workers also will receive continued cost-of-living adjustments, improvements in the 401(k) plan, raises in the pension base rates and improved health care benefits.

IBEW jobs safe at NYNEX

The Electrical Workers and NYNEX Corp. agreed to a three-year contract extension that protects 14,300 employees in New England against layoffs and wage losses resulting from company downsizing.

The pact is similar to an agreement between NYNEX and the Communications Workers. NYNEX has said it intends to eliminate 16,800 jobs over the next three years, including 12,800 from the two bargaining units in New York and New England.

The new IBEW agreement includes an early retirement incentive and new educational benefits. The retirement incentive would add six years to both age and service for pension eligibility and would provide a 30 percent Social Security supplement, or $500 a month, whichever is greater, until age 62.

The company and union agreed to work with local universities to develop a training program. It would allow employees to be paid to go to school one day a week for up to two years.

The extension, which runs through Aug. 5, 1998, requires no concessions and preserves fully paid health insurance, two key union goals, said Myles Calvey, business manager for IBEW Local 2222 in Boston.

Auto mechanics end strike

Nearly 3,000 striking Chicago auto mechanics, members of a Machinists affiliate, returned to work Aug. 11 after approving a new three-year contract.

The eight-day strike shut down repair shops at 229 new car dealerships in the Chicago area. The strike was prompted by disagreements over wages and funding the mechanics' health and pension programs.

Under the contract, the workers will receive a $1-per-hour wage increase in the first year and 50-cents in the last two years. The dealers agreed to continue funding the mechanics' health insurance and pension funds at previous levels. Before the settlement, the mechanics were earning a base wage of $17.45 per hour.

Sheet Metal pact ratified

Sheet Metal Workers Local 28 in New York City ratified a new two-year agreement providing wage and benefit increases totaling $2.25 an hour for about 2,000 workers. The contract also provides creative methods of making union contractors more competitive.

The agreement with the Sheet Metal and Air Conditioning Contractors Association, effective July 28, increased the wage and benefit package by 50 cents immediately and another 50 cents in February 1995. Workers will receive a 60-cent raise in August 1995 and 65 cents in February 1996.

The wage and benefit package includes a 25-cents-an-hour increase in contributions to a joint labor-management fund that is tentatively set aside to be used to subsidize payments reduced under a new "target agreement."

Under this agreement, the parties agreed to an altered benefit schedule on certain projects with heavy non-union competition. Workers eventually would be reimbursed from an equity fund set up as part of the joint labor-management fund. Just benefits, not wages, are affected on target agreement projects.



HERE photo

More than 3,000 trade unionists from throughout Nevada demonstrate in front of the Desert Inn hotel in Las Vegas. The hotel's new owner, ITT Sheraton, has not negotiated faithfully on a new contract, said Jim Arnold, secretary-treasurer of the Hotel Employees and Restaurant Employees Local 226, and it has refused to allow union members transfer rights to a new property.

Martin Marietta pact set for vote

By James B. Parks

Workers at Martin Marietta began voting on a tentative agreement that negotiators said achieved the workers' top priorities of pay increases and pension rights.

"This is an excellent agreement. It follows the pattern established earlier this summer by our agreement with GE," said Electronic Workers President William H. Bywater, who chairs the Coordinated Bargaining Committee of GE, Martin Marietta and Westinghouse unions.

"It's one hell of a contract," said Machinists Vice President George Poulin. "We retained most of what we had and we gained some things. And it's all because of the solidarity of the CBC negotiations."

Martin Marietta talks started July 18 and the tentative settlement was reached Aug. 12 as the old contract expired. Talks with Westinghouse, covering 5,000 workers, began Aug. 4. That contract expires Aug. 28.

The proposed four-year contract with Martin Marietta provides wage increases totaling 8 percent, plus $2,000 in bonuses and eight cost-of-living adjustments in the course of the contract term. The pact also adds Martin Luther King's birthday as a paid holiday.

The tentative agreement enhances the senior employee retirement option and continues the plant closing pension option through this contract only. The pact also improves pension benefits and medical coverage, the unions said.

The Martin Marietta agreement leaves Westinghouse as the only major military or aerospace manufacturer that has not reached agreement with the CBC.

Martin Marietta's original proposal was not close to the GE contract. Bywater said the workers were bothered by the company's proposals on severance pay and layoffs, among other items.

Like GE, Martin Marietta was trying to eliminate a 10 percent bonus for night-shift workers. If the company had insisted on that, the workers would have walked out, Bywater emphasized. "I told them, 'If we didn't let GE take it away, will we let you take it away?'"

The GE pact raises pay 8.5 percent over its three-year life. It has semi-annual COLAs equal to increases in the consumer price index, and the night-shift bonus.

It also includes extra pay for workers at the R-18 (machinists) level and above and special early retirement "window" this November.

The union council represents 6,000 workers — two-thirds of them IUE members — at seven Martin Marietta plants. The workers were part of the GE Aerospace Division and were covered by the GE pact until GE sold that division to Martin Marietta.

Other unions in the bargaining committee, besides IUE and IAM, include the Electrical Workers, UAW, Steelworkers, Paperworkers, Broadcast Employees, Carpenters, Teamsters, Plumbers and Pipefitters, Flint Glass Workers, Firemen and Oilers, Sheet Metal Workers, Technical Engineers and the unaffiliated United Electrical Workers.

Radisson Plaza hit with contempt petition

The National Labor Relations Board has issued a contempt citation against Radisson Plaza Hotel in Minneapolis for violating a bargaining order that had been upheld in court.

The U.S. Court of Appeals for the 8th Circuit in St. Louis on March 15, 1993, upheld an April 16, 1992, NLRB order that the hotel negotiate with Teamsters Local 638 and Hotel Employees and Restaurant Employees Local 17, which had been elected to represent the workers.

The court affirmed the NLRB's determination that the Radisson had violated the National Labor Relations Act by:

- Refusing to negotiate with the unions on legitimate subjects of bargaining and failing to provide information relevant to collective bargaining.
- Illegally withdrawing recognition from the unions and refusing to hire job applicants because they were suspected of having union sympathies.
- Engaging in coercive surveillance of employees' union activities and harassing employees for engaging in union activities.

The contempt petition says that the Radisson has continued to refuse to furnish relevant bargaining information to the unions and to meet at reasonable times to bargain on subjects required by law.

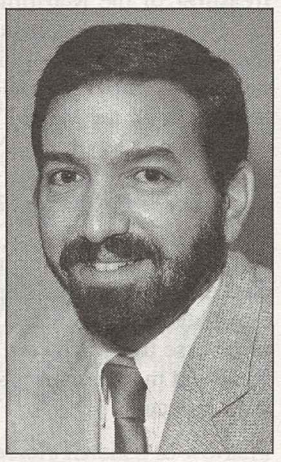
The NLRB is seeking an extensive series of remedies from the court, including fines of $25,000 for each future violation and $2,500 per day against the hotel, and assessment of all costs and expenses, including attorneys' fees, incurred by the board in prosecuting the contempt action.

"The remedial orders of the board and courts are for naught unless they are backed up with firm sanctions in appropriate cases," said NLRB General Counsel Fred Feinstein.

UNION NEWS

IFPTE elects Almeida

Paul E. Almeida, an electrical designer from Arlington, Mass., and former regional vice president, was elected president of the International Federation of Professional and Technical Engineers at the union's convention in San Jose, Calif.



Paul E. Almeida

Joining Almeida in the top leadership ranks is Gregory Junemann, previously IFPTE's midwestern vice president, who was elected secretary-treasurer.

The union's 51st convention elected five new vice presidents, re-elected six others and changed future conventions from every two years to every three.

Almeida has been employed by Stone and Webster Engineering in Boston for 23 years. For the past 10 years, he has been president of the IFPTE local representing workers at that firm. He became regional vice president for the northeast region in 1990.

Junemann, of Milwaukee, filled several local union posts before stepping up to the post of regional vice president in 1986.

Plasterers target organizing

Delegates to the Plasterers and Cement Masons convention in Las Vegas authorized per capita increases of up to $2 a year, pledging to put organizing on a sound financial footing.

The union's top three officials — President Dominic A. Martell, Secretary-Treasurer John J. Dougherty and Executive Vice President William J. Schell, Jr., — were re-elected by acclamation. Vice Presidents Ronald E. Thelin, Louis Turner, Jr., Arthur DiGregorio, Allan K. Erwin and Michael Gannon were also elected.

The convention also modified the union's constitution to grant ''emergency'' merger authority to the Plasterers general executive board. Martell said the union plans no merger at this time, but the convention action removes the need to wait for a convention if the opportunity does arise.

''Delegates were clearly in favor of the continuation of the independent status of the union,'' Martell said, ''but the general executive board now has the power to act quickly and decisively on a merger proposal if an emergency arises.''

HRDI opens regional offices

The employment and training arm of the AFL-CIO, the Human Resources Development Institute (HRDI), has opened regional offices to serve all 10 regions of the Labor Department and the 12 AFL-CIO Organization and Field Services regions.

HRDI Executive Director Lynn Meyers said the institute's office in Atlanta will be moved to Birmingham, Ala. The other regional offices will be in Denver and Washington, D.C.

Besides providing technical assistance in worker adjustment programs, new work systems and workplace literacy services, HRDI assists labor representatives serving on state and local private industry councils. The institute also provides financial management assistance to organizations operating publicly funded programs and offers job placement services to disabled workers.

Final phase of ADA

Coverage under the Americans with Disabilities Act (ADA) entered its fourth and final stage July 26, with all businesses employing 15 or more workers now covered.

The law, requiring employment access and accommodations for the disabled, has covered businesses with more than 25 workers since 1992.

''Organized labor stands firmly behind the rights of workers with disabilities and will continue to work to eradicate job discrimination for all workers,'' AFL-CIO Civil Rights Director Richard Womack told a labor symposium on the ADA earlier this year.

Unions have developed a number of innovative programs that return disabled workers to the job.

Flight attendants gain duty limits

By Candice Johnson

A 16-year struggle ended in a victory for flight attendants as the Federal Aviation Administration, for the first time, issued duty time limits covering some 85,000 attendants.

The Coalition of Flight Attendant Unions, representing 70,000 attendants in five unions, applauded Transportation Secretary Federico Pena's recognition that attendants deserve the same rights and respect as other airline workers charged with protecting public safety.

Coalition members — the Flight Attendants, Machinists, Teamsters, the unaffiliated Professional Flight Attendants and Independent Federation of Flight Attendants — are reviewing the rule to make certain it meets attendants' needs and to propose necessary adjustments.

The AFA and other airline unions have pressed for duty time limits for attendants since 1978, when the FAA first promised to issue limits for duty. The new rule calls for a rest period of at least nine hours following duty periods of up to 14 hours within a 24-hour period.

If longer duty is scheduled — on international flights, for example, up to 20 hours in a 24-hour period is common — rest periods must be increased or additional attendants put on duty. Attendants also must receive a 24-hour rest period every seven days. The rule takes effect next March.

AFA President Dee Maki raised some concerns about the rule, noting that it excludes ground duty as part of the calculation of the duty period. ''For example, if an attendant is undergoing required recurrent training, she could immediately be assigned to in-air duty'' and would exceed the rule's limits, Maki pointed out.

She also expressed concern that the rule permits 18-20 hours of duty within a 24-hour period — mainly for international work — that results in an extremely long duty period.

The new rule is important because it acknowledges attendants as the first line of defense for passengers in an emergency, AFA said. Attendants had been the only work force in the aviation industry that lacked duty time limits.

In other industry developments:

● United Airlines, now majority owned by its employees, will hire some 1,700 workers, including reservations agents, flight attendants and pilots. The carrier also plans to recall some 177 laid-off IAM members.

● The coalition of unions at USAir is continuing to work on a bid for a stake in the carrier, in exchange for compensation and work rule changes.

USAir dismissed a separate proposal from the Air Line Pilots calling for $2.5 billion in cuts over five years — $750 million to come from ALPA members — as ''far short'' of what the company is seeking.

The IAM, AFA, Transport Workers and ALPA represent nearly 30,000 USAir workers.

● AFA members at USAir Shuttle ratified a new 30-month agreement, finally reached after nearly five years of negotiations.

The 175 attendents will receive a 12 percent pay increase over the contract term, in addition to three 1 percent payments.

Other contract improvements include elimination of the two-tier wage scale, added seniority and merger protections and a new health care plan.

The settlement is the first AFA contract for the USAir Shuttle attendants, who became AFA members in August 1992 when the shuttle was ruled a part of the USAir system by the National Mediation Board.

● Unions at Trans World Airlines are meeting with management representatives to solve the carrier's shaky financial status.

ALPA, IAM and the Independent Federation of Flight Attendants have been working toward negotiating new agreements that will ease planned furloughs of 3,000 employees at the carrier.

The joint Employee-Management Reengineering Task Force has been looking at ways to cut costs, boost productivity and streamline operations.

Union employees own about 45 percent of TWA, the result of an employee buyout that brought the carrier out of bankruptcy in 1992.

● AFA members at WestAir — a United Express operation — approved the extension of their existing contract to June 30, 1995, and ratified contract improvements. The expanded agreement provides new incentive pay and a stock bonus plan.

Unions cook up bakery buyout solution

By James B. Parks

The 350 employees of Good Stuff Bakery in Los Angeles, members of several local unions, faced a tough decision.

They could watch their bankrupt employer be forced to either close the company or sell it to a non-union buyer who would lay off most of them.

Or they could take matters into their own hands, buy the company and do whatever it took to save their jobs. And that's what they did. On May 21, they moved from employees to employers by buying the company through an employee stock ownership plan.

''Our members learned the hard way from previous leveraged buyouts and past concessions that our jobs are never secure as long as someone else owns them,'' said Bill Walton, president of Bakery, Confectionery and Tobacco Workers Local 37. ''We refused to make any more cuts unless the employees gained board representation and a majority interest.''

''We see this as a very positive opportunity to save Good Stuff and turn things around. We have confidence in the new management, we are motivated to work for ourselves, and we are pulling together now,'' said Rich Truffa, secretary-treasurer of Teamsters Local 683.

''We are very pleased that our members have been empowered to stabilize their jobs through an employee buyout,'' said BCT President Frank Hurt. ''We view employee ownership as a positive tool for the defense of union jobs.''

Under the terms of the buyout, the employees will gain 75 percent ownership of the company over five years. The remaining 25 percent will be held by American Capital Strategies, a Bethesda, Md., investment bank that specializes in employee buyouts and providing financial assistance to existing ESOP companies.

The unions will have two seats immediately on the nine-member board of directors and pick up two more in two years, Walton said. Management, outside directors and ACS representatives will make up the rest of the board.

To help finance the buyout, the workers agreed to contract concessions for five years. But, Walton said, if the company is profitable, the employees could receive bonuses to offset those concessions.

Good Stuff, a restaurant and institutional baker with $40 million in revenues, was forced into bankruptcy in 1993 and faced the prospect of being closed or sold to a non-union company that would have drastically cut the work force.

But Walton, Truffa and the employees refused to accept those alternatives. ''We wanted to save jobs,'' Walton said.

In late 1993, Walton approached the company's owner and raised the prospect of an ESOP. After getting a go-ahead, he contacted BCT headquarters and received what he called ''invaluable help.'' The union paid for the initial studies needed to make the deal and the research department analyzed plans and provided expertise. The union also put him in touch with ACS, Walton said. ''Without the international, it could not have been done,'' he added.

After six months of meetings with workers — some of whom had doubts about the ESOP and did not want to take concessions — and negotiations with the owner, the deal was closed May 21. The other unions involved are IBT Local 63 and Machinists Locals 311 and 1186.

A new CEO with extensive experience in the baking industry, Murray Loterman, was hired to run the new company, Walton said. Loterman also will sit on the board of directors.

Today the bakery is performing a ''little above expectations for the time,'' Walton said. ''This is a bad time for bakeries in California. The economy in Los Angeles has not rebounded. There is plenty of non-union competition.''

Morale has been raised recently because ''a lot of work that had been farmed out to non-union companies has been brought back to Good Stuff,'' Walton said.

''This buyout is significant, not only because it will save jobs in the baking industry, but because you will have someone other than the big guys in the industry. The employees will have pride in what they have.''

White House, Congress launch shipbuilding efforts

Maritime workers applauded "positive developments" from White House and congressional initiatives to bolster the U.S. shipbuilding and merchant marine industries.

President Clinton in early August announced several projects under federal Title XI loan guarantees administered by the U.S. Maritime Administration that could produce up to $1 billion in shipbuilding projects.

On the same day, the House passed maritime revitalization legislation providing $1.3 billion in assistance for U.S. shipyards. The measure, H.R. 4003, goes to the Senate where the AFL-CIO Maritime Trades and Metal Trades departments hope committee markup and floor action can be completed before the end of the year.

Earlier, the U.S. Trade Representative had successfully concluded negotiations for bilateral agreement to phase out shipbuilding subsidies among nations participating in the Organization for Economic Cooperation and Development (OECD).

While that agreement is still in the developmental stages, maritime industry leaders believe it could bring an end to the nagging problem of uneven competition among shipbuilding nations.

"Given the right tools and opportunities, our shipbuilders can outproduce any competitors in the world," Clinton said as he announced the loan guarantees, adding: "American workers and American ingenuity can keep building a new prosperity across our country."

Although several foreign financiers will provide the initial capital for the guaranteed investments, the work they are backing will be done in U.S. shipyards. Foreign investors include Swiss and Greek shipbuilding firms.

"This administration has been more aggressive in efforts to boost U.S. shipyard capabilities and employment," said Frank Pecquex, executive secretary-treasurer of the Maritime Trades Department.

"Of course, the loan guarantees are welcome" even though the initial beneficiaries of loan guarantees are non-union shipyards, said Page Groton, director of legislation for the Metal Trades Department. He noted one major exception — National Steel, a union yard in San Diego — that will receive some $22.7 million in guaranteed loans for development of new technologies.

Pecquex said the strong House vote (294-122) to pass the long-debated shipbuilding legislation "sends a message to the Senate" that there is solid sentiment to reverse the downward trend that shipbuilding and merchant marine interests have experienced for more than a decade.

— Greg Kenefick

UNION NEWS

California backs Brown

California gubernatorial candidate Kathleen Brown (D) told the California AFL-CIO convention that "we are going to take California from worst to first."

Brown, labor's endorsed candidate in the governor's race, was warmly received by the 346 delegates. COPE endorsements were denied five incumbent House members who voted for the North American Free Trade Agreement (NAFTA).

The convention vowed an all-out fight against a ballot referendum that scapegoats immigrants. Proposition 187 would ban undocumented children from public schools, require teachers and other public employees to report "suspected" undocumented children, deny prenatal care to undocumented women and otherwise penalize immigrant families.

Delegates also approved a resolution supporting a statewide single-payer health care initiative.

Executive Secretary-Treasurer Jack Henning and President Albin Gruhn were re-elected without opposition.

Speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue and COPE Director Richard Walsh.

Virginia raises per capita

Delegates to the Virginia AFL-CIO convention approved a 10-cent per capita increase effective in January. It was the first increase by the state federation in six years.

The convention also re-elected President Dan LeBlanc, Vice President Russ Axsom and Secretary-Treasurer Jim Leaman by acclamation. More than 400 delegates, alternates and guests attended the three-day session in Williamsburg last month.

LeBlanc said delegates were energized by a video of an acrimonious state senate debate attacking the nomination of trade unionist Virginia Diamond to Virginia's Workers' Compensation Commission.

"The video graphically depicts the kind of anti-union sentiment we face in the legislature all the time," he said.

The convention endorsed Sen. Charles Robb (D) for re-election, along with House incumbents Robert Scott, Leslie Byrne, James Moran, Norman Sisisky and Rick Boucher, all Democrats, along with challenger Mary Sinclair (D).

Robb, Virginia Lt. Gov. Don Beyer (D), Government Employees President John Sturdivant and Mine Workers Vice President Cecil Roberts addressed the convention.

UA certifies welders

Plumbers and Pipefitters President Marvin J. Boede has announced a new third-party certification program for UA-trained welders that will save employers and contractors millions in testing costs.

Construction users typically pay to test welders on site, an inefficient requirement that frequently causes project delays. The cost of testing a single pipe welder often can exceed $1,000.

Under the new program, testing will be underwritten by the union, Boede said. Independent third-party inspectors will test and certify the competency of welders under standards established by the American Society of Mechanical Engineers.

UA trains pipefitters, plumbers and welders in 400 local training sites across the United States and Canada.

LCLAA blasts anti-immigrant initiative

San Jose, Calif.

Delegates to the Labor Council for Latin American Advancement convention denounced a California ballot initiative that targets immigrants for discriminatory treatment.

Proposition 187 is "the most hateful, mean-spirited, and evil initiative I have ever seen in my life," said AFL-CIO Regional Director David Sickler.

The initiative bans undocumented children from public schools, requires teachers to turn undocumented children in to the Immigration and Naturalization Service, denies prenatal care to undocumented women and denies vaccinations to their children.

Focusing on this and other issues facing Latino families during his keynote address, LCLAA President Ralph Jimenez urged the delegates to become politically active and to fight for workers' rights.

Local government officials also blasted Proposition 187, which is part of Gov. Pete Wilson's "Save Our State" plan. Los Angeles Assemblyman Richard Polanco cautioned delegates that passage would be a setback for Latinos nationwide, and Oakland City Council member Ignacio de la Puente said the proposal points to the importance of electing trade unionists to political office. The Oakland council passed a resolution opposing the SOS initiative.

AFL-CIO Civil Rights Director Richard Womack, noting that the Hispanic and African American populations are the fastest-growing groups in the U.S. work force, urged the two minorities to unite to achieve worker goals.

Housing and Urban Development Secretary Henry Cisneros called on the delegates to become active soldiers in the battle to win decent health care for working Americans. "Health care is a right, not a privilege," he said.

Cisneros also expressed admiration for what LCLAA has done throughout the years on behalf of working people by being in the forefront of the struggle for better wages, civil rights and social gains.

LABOR COUNCIL FOR LATIN AMERICAN ADVANCEMENT — YOUR CHANCE FOR CHANGE — CONSEJO SINDICAL PARA EL ADELANTO DEL OBRERO LATINO-AMERICANO

Puente Hacia El Futuro

"Proposition 187 is the most hateful, mean-spirited and evil initiative I have ever seen in my life."

— David Sickler
AFL-CIO regional director

Among the resolutions was a denunciation of Sprint Long Distance, which recently launched a savage attack against Hispanic workers at its "Conexion Familiar" component. The fired workers filed into the convention hall displaying banners calling for justice as the delegates came to their feet proclaiming, "No Justice. No Peace."

Sprint shut down the office and summarily fired the mostly female workers one day before they were expected to vote for a union. The workers were ordered to strip and submit to body searches, causing some to require emergency medical assistance.

LCLAA also paid tribute to the late Farm Workers President Cesar Chavez in a ceremony and march. Jimenez unveiled an artist's depiction of the legendary union leader, which will be converted into a bronze relief. The ceremony was followed by a march in support of the UFW Campaign for Justice.

Other speakers included California AFL-CIO Executive Secretary-Treasurer John Henning; Rep. Art Torres; Rolando Rios, candidate for a House seat from Texas; Burt Corona, Chicano leader and activist; and Richard Alarcon, Los Angeles city councilman.

APALA weighs in against Proposition 187

Seattle

California's Proposition 187, which would ban undocumented children from public schools, is "divisive, spiteful and racist," Asian Pacific American trade unionists declared.

Delegates to a leadership conference of the Asian Pacific American Labor Alliance strongly opposed the measure and urged trade unionists to organize the fight against it.

Proposition 187 also would require teachers to turn undocumented children in to the Immigration and Naturalization Service, deny prenatal care to undocumented women and deny vaccinations to their children.

APALA also called for a renewed effort to pass the Justice for Wards Cove Workers Act, which would ensure civil rights for the minority cannery workers excluded from the Civil Rights Act of 1991.

APALA President Kent Wong, pointing to APALA's goal of empowering Asian Pacific American workers through unionization, urged the delegates to help develop new leaders, organizers and civil rights advocates.

Also emphasizing the potential leaders among the rank-and-file Asian Pacific American workers were Katie Quan and Francisco Chang of the Ladies' Garment Workers; Luisa Blue and Amado David of the Service Employees; and Ed Miyakawa and Ho Lai of the Food and Commercial Workers.

AFL CIO APALA

Asian Pacific American Labor Alliance

To show their support of janitors employed by National Maintenance Contractors, a low-wage anti-union contractor, the delegates also rallied at Westlake Mall, the janitors' jobsite. After attempting to enter the building, the workers were ushered out. The janitors are being organized by SEIU Local 6.

Other speakers included Seattle Mayor Norman Rice; Ron Sims, U.S. Senate candidate; State Rep. Velma Veloria; David Della, director of the Washington Commission on Asian American Affairs; Rick Bender, president of the Washington AFL-CIO; Ron Judd, executive secretary treasurer of the King County (Wash.) AFL-CIO; and Bob Hasegawa, secretary-treasurer of Teamsters Local 174.

COURTS

Suit settled for $20 million

The U.S. Energy Department reached a $20 million out-of-court settlement with former employees at the Fernald, Ohio, uranium processing plant, ending a lawsuit on behalf of some 6,000 workers.

Pending approval of the settlement by a federal judge in Cincinnati, the DOE will provide lifetime medical monitoring for anyone employed for six continuous weeks between 1952 and 1985 at the Fernald plant. The government also will set up a fund for workers with compensation based on the length of time they worked, attorneys said.

"We are happy that DOE now appears to be taking the issues of previous exposure and illnesses at these plants seriously," Chemical Workers President Frank D. Martino said.

"Had DOE and its contractors listened to workers years ago and followed what should have been normal health and safety practices . . . many lives may have been saved," he said.

The ICWU represented the largest number of employees at the Fernald plant during the period when National Lead of Ohio operated it for the Energy Department. The Fernald plant closed in 1989 to focus on environmental cleanup.

The case, Day vs. NLO Inc., began in 1990 when former employees of the Feed Materials Production Center in Fernald claimed that NLO failed to inform workers they were being exposed to hazardous levels of radiation and contamination. Under the settlement, the DOE does not admit any liability.

Lawsuit filed in assault

The Service Employees have filed a $1.25 million lawsuit against a high-powered Washington, D.C., lawyer for assaulting a union organizer who was peacefully demonstrating outside his offices.

The suit alleges that on June 29, Michael Klein, senior partner in the firm of Wilmer, Cutler and Pickering, assaulted SEIU organizer Mary Anne Hohenstein, who was on a picket line with striking employees of Red Coats, a cleaning service company that employs the janitors in Klein's building. The strike and protest are part of SEIU's "Justice for Janitors" program that seeks to organize low-paid cleaning service employees.

The attack was witnessed by two police officers and Klein was immediately arrested. He was arraigned July 8 and is scheduled for criminal hearing Sept. 8.

Injury case burden shifted

The U.S. Supreme Court has made it more difficult for injured workers to collect disability or death benefits.

By a 6-3 vote, the court invalidated the Labor Department's "true doubt" rule, which provides that benefits be paid when there is equal evidence on both sides. It applies to rulings under the Black Lung Benefits Act and the Longshore and Harbor Workers Compensation Act.

Instead, the court shifted the burden to claimants who apply for compensation.

The case, Director Office of Workers' Compensation vs. Greenwich Colleries, arose from two 1993 decisions by the Third Circuit Court of Appeals that overturned awards based on the "true doubt" rule because the court said it violated the Administrative Procedures Act of 1946.

English-only worksites allowed

The U.S. Supreme Court let stand a ruling that companies do not discriminate against Spanish-speaking employees by imposing an English-only rule. By a 7-2 vote, the court refused to review Garcia vs. Spun Steak Co. Four votes are needed to grant a review.

The case began when Priscilla Garcia and Marciela Buitrago, members of the Food and Commercial Workers, sued Spun Steak in San Francisco after the company imposed an English-only rule in 1990. The company claimed Garcia and Buitrago, who are bilingual, made derogatory remarks about co-workers in Spanish and English. Most of the 30 workers in the plant are bilingual.

A U.S. district court judge ruled the ban was too broad and violated federal anti-bias laws. The 9th Circuit Court of Appeals reversed the ruling, stating English-only rules do not adversely affect bilingual employees, but could be illegal if applied to persons who speak little or no English.

Court approves asbestos settlement

By James B. Parks

A federal judge has approved a landmark settlement that will pay $1.3 billion to about 100,000 workers exposed to asbestos on the job.

The Aug. 17 decision by U.S. District Judge Lowell A. Reed Jr. means that workers who became ill after being exposed to asbestos in the workplace, or their family members who received secondary exposure, can bypass the courts and receive compensation over the next 10 years.

"I believe that Judge Reed reached a fair and courageous decision, one that will cause agitation for some trial lawyers in this country," said Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, who was the lead plaintiff.

"Judge Reed broke new ground, making it possible for an alternative system that will be more responsive to workers who have been affected by asbestos exposure," Georgine said.

"By this decision, the tragedies associated with past practices of prolonged litigation and paltry settlements will be remedied. Workers' claims will be treated expeditiously, without a statute of limitation and with the right to reopen claims at later dates if medical conditions warrant. This is truly a victory for workers. It is long overdue," he said.

The settlement in Georgine vs. Amchem Products applies to asbestos supplied or manufactured by 20 companies represented by the Center for Claims Resolution.

Under the settlement, the workers or their families can file claims with an alternative administrative system. Within months of the filing, they will receive settlement offers based on the historical averages of payments made by CCR.

The settlement also waives statutes of limitations, allowing victims to file their claims after the full extent of their illness is known. Victims who receive compensation for a non-malignant illness have the right to file claims a second time if they later develop cancer that is attributed to asbestos exposure.

The AFL-CIO, which endorsed the settlement, gained amendments that provide the labor movement "with an active oversight role in the claims adjustment process."

Under the settlement, a representative appointed by the AFL-CIO has the right to participate equally with attorneys in a mandatory annual audit of the processing and disposition of claims.

In addition, the federation representative and the class counsel would determine jointly what position to take concerning the selection of arbitrators and medical panel members. The settlement also doubles the number of claims for malignancies that may be resolved through the courts or through binding arbitration if the claimants reject the offers made under the settlement process.



Anne Martens/Page One Photography

Janitors and supporters from Service Employees Local 82 and other unions picket outside a Washington, D.C., office that holds a contract with United States Service Industries, a cleaning contractor that is blocking employees from organizing a union.

Schwarzkopf help sought in Pony fight

AFL-CIO President Lane Kirkland asked retired Gen. Norman Schwarzkopf to consider getting off the Borg-Warner board if its Pony Express subsidiary refuses to quit its unfair labor practices.

Kirkland wrote in support of Teamsters who are trying to win a first contract at Pony Express worksites and are being forced to strike at a growing number of locations around the country.

Kirkland drew the attention of the U.S. leader of Operation Desert Storm to the number of Pony Express employees who are military veterans and "served to protect the American dream of a job with fair wages and a chance to provide your family with a home, health care and education."

"For couriers at Pony Express, however, these goals are a daydream," Kirkland said. He asked Schwarzkopf "to bring your skills, sound judgment and the honor you accord to these veterans now working for Pony Express to bear in the effort to see that safe, fair and decent working conditions are quickly instituted."

Pony Express workers, veterans who served in the Persian Gulf, Vietnam, Panama and other military actions, also appealed to Schwarzkopf personally in a full-page open letter to appear in the Aug. 22 edition of Stars and Stripes, the military weekly.

The conditions are so miserable at Pony Express, one vet called working there "hell on wheels." Pittsburgh driver Robert Butler, who served in Vietnam, told Schwarzkopf, "I expected a future for me and my four kids. I hoped that I would be able to retire. I did not expect to be living paycheck to paycheck."

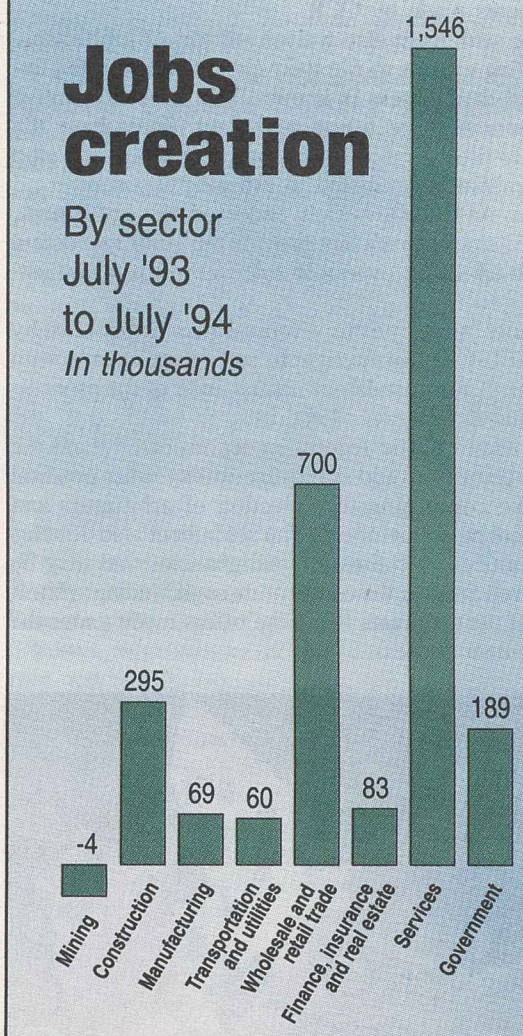
Drivers struggle to support their families on as little as $4.25 an hour. In most areas, they get no vacation or sick days, and few or no holidays. Workers have to bear much of the cost of health care, when it's available at all, the IBT said.

In his letter, Kirkland apprised Schwarzkopf of the following:

- The National Labor Relations Board filed a rare nationwide complaint against Pony Express because of the accumulation of 120 separate charges of unfair labor practices.
- House Banking Committee Chairman Henry Gonzalez (D-Texas) is looking into "the security standards Pony Express applies to its handling of checks and other financial documents for its major client, the Federal Reserve."
- The Labor Department is investigating Service Contract Act violations and, Kirkland warned Gen. Schwarzkopf, the resulting need for "extraordinary reserves, both to protect the fiscal soundness of Pony Express and Borg-Warner and to ensure that these claims can be satisfied without resort to reorganization or receivership."

As Kirkland wrote, the strike was spreading to Houston, St. Louis, Denver and Clarksville, Ind., from Atlanta, Pittsburgh, Charleston, W.Va., and Lexington and Louisville, Ky.

DATA



More than half of the nearly 3 million jobs created since July 1993 have been the low-paying services sector. Another 700,000 jobs have been created in wholesale and retail trade, with 295,000 added in construction. Manufacturing has added 69,000 jobs over the year. Mining has shown the only job loss, minus 4,000.

Unemployment rate	
July	6.1 percent
Hispanic workers	10.1 percent
African-American workers	11.2 percent
Consumer prices (CPI-W)	
July	+ 0.4 percent
12 months	+ 2.6 percent
Productivity rate	
Overall (second quarter)	- 1.2 percent
Factory workers	+ 3.8 percent
Factory output	
July	+ 0.2 percent
12 months	+ 5.6 percent
Industrial capacity	83.9 percent

AFL-CIO NEWSGRAFIC

Source: Bureau of Labor Statistics

Jobs growth steady, unspectacular

Higher interest rates could threaten recovery, AFL-CIO warns

By Michael Byrne

The Federal Reserve Board, responding to sustained but modest growth in the job market, raised short-term interest rates for the fifth time this year, a move the AFL-CIO said threatens the economic recovery.

In raising the federal funds rate to 4.75 percent from 4.25 percent and the discount rate to 4 percent from 3.5 percent, ''the Fed may have soothed the anxieties of a few wealthy bondholders, but it has dimmed the hopes of millions of working Americans and their families for more and better jobs.''

Rudy Oswald, AFL-CIO chief economist, pointed out that the recovery that began in March 1991 has been only about half as strong in terms of added jobs as the previous two recoveries.

The current 40-month recovery has produced 5.2 million jobs, compared with 10.1 million and 10.6 million jobs in the comparable expansions in the early 1980s and mid-1970s, respectively.

''We now need lower interest rates to sustain the recovery and put people to work,'' Oswald said. ''Inflation is not a problem when consumer prices are rising at a rate of only 2.6 percent, the slowest rate since 1986.''

''The July job figures showed a continuing trend of growth in the generally low-paying services and retail trade sectors. Manufacturing continued its slow climb, adding 6,000 jobs.''

Oswald pointed out that the Fed's policy of high interest rates ''has cost the federal budget $100 billion during the next five years, or a negation of one-fifth of the president's and Congress's budget-cutting activity.''

Higher interest rates also cost home buyers $100 more a month on a mortgage of $120,000, he said.

The jobless rate edged up slightly to 6.1 percent in July as the labor force grew more than the modest increase in employment, the Labor Department reported.

Despite the addition of 259,000 new jobs, mostly in the services and retail trades sectors, the unemployment rate edged up 0.1 percent after holding at 6 percent during May and June, according to the Bureau of Labor Statistics.

Labor Secretary Robert B. Reich noted that 2 million new jobs have been created since January and 4 million since President Clinton came into office a year-and-a-half ago. ''We're already half-way home. . . to the 8 million jobs President Clinton vowed to create in four years,'' he said.

But the July job figures showed a continuing trend of growth in the generally low-paying services (138,000 jobs) and retail trade (75,000) sectors. Eating and drinking establishments gained 31,000 jobs, while construction gained 25,000.

Manufacturing continued its slow climb, adding 6,000 jobs in July. BLS Commissioner Katherine Abraham told the Joint Economic Committee that figure was diminished by strikes affecting 12,000 workers, as well as seasonal layoffs by auto plants. There have been 69,000 manufacturing jobs added over the past year.

But the current ''re-engineering'' fad among U.S. companies continued to cost jobs. On Aug. 15, Bell Atlantic announced it would cut 5,600 employees over three-and-half years and Scott Paper Co. said it would slash its work force in half, eliminating 1,500 jobs. Earlier, London Fog Corp. said it would shut down three Maryland plants, moving 700 jobs overseas.

In addition to the 8 million officially unemployed in July, there were 4.4 million working part time for economic reasons and 1.8 million others available for work, including discouraged workers, for a total of 14.3 million unemployed and underemployed, Oswald noted.

BLS also released a report showing that African-American and Hispanic workers continue to lag behind whites in almost every measure of success in the job market.

African-Americans are more likely than whites to be working part time out of economic necessity and to be employed in lower-paying jobs, the report shows. ''It's noteworthy that minorities are more likely than whites to be discouraged workers,'' Abraham told the JEC.

The monthly employment figures showed Hispanic unemployment at 10.1 percent and African-American unemployment at 11.2 percent, compared with unemployment for whites at 5.4 percent. Abraham said the gap between Hispanics and African-Americans has narrowed over the past year with a slight improvement in African-American employment.

The AFL-CIO, in a special report on employment among African-Americans, noted a variety of factors that ''serve as formidable roadblocks to economic success and social well-being'' for these workers.

''Many African-Americans are denied equal and fair access to the 'American Dream' because of chronic unemployment, underemployment, discrimination and low-wage, dead-end jobs that are not conducive to raising a family and getting ahead,'' the AFL-CIO said.

The outlook is particularly grim for African-American teenagers, the 43.7 percent unemployed in June. This compared with 16.6 percent of white teens unemployed.

Inflation up slightly

The Consumer Price Index (CPI-W) rose 0.4 percent in July, driven primarily by increases in the costs of gasoline and food. While the July gain was the largest monthly increase this year, the overall rate for the 12 months ended in July remained relatively low at 2.6 percent.

Still, inflation continued to outstrip workers' pay. Real average weekly earnings were unchanged in July, and were up only 0.3 percent from a year ago, the Bureau of Labor Statistics reported.

Transportation costs rose 1.1 percent, as the index for gasoline rose 3.7 percent in July, BLS figures showed. Home fuel oil rose 0.5 percent. Grocery food prices rose 0.8 percent.

Rising fuel and food prices also were cited for the 0.5 percent increase in the producer price index for July, which portends future consumer prices.

The wholesale gasoline prices soared 8 percent in July, and fuel oil rose 6.4 percent, BLS reported. Food prices rose 0.5 percent.

Wage settlements barely track inflation

Collective bargaining wage settlements during the second quarter averaged an increase of 2.3 percent for the first year and 2.4 percent over the contract terms, the Bureau of Labor Statistics reported.

The 143 settlements covered 627,000 workers in units of 1,000 or more, primarily in construction, trucking, apparel manufacturing, food stores and real estate.

With inflation running at 2.4 percent and productivity at 2.7 percent, ''workers are barely keeping up with the cost of living, and not sharing in the nation's productivity growth,'' said AFL-CIO economist John Zalusky.

The agreements replaced contracts primarily bargained in 1991, which averaged increases of 2.9 percent for the year and 3 percent over the contract terms, continuing a general trend of lower gains since the first quarter of 1992.

Another worrisome trend, Zalusky noted, is the increasing reliance on lump-sum payments instead of wage increases. Fifteen agreements, covering 98,000 workers, contained newly negotiated cash lump-sum provisions, while seven agreements, covering 23,000 workers, discontinued the payments.

''These payments do not build the wage base for future negotiations and benefits,'' Zalusky said. The percentage of workers covered by lump-sum arrangements increased from 39 percent in 1993 to 42 percent so far in 1994.

Unions continue to negotiate cost-of-living adjustments, even though the current rate of COLAs in collective bargaining agreements remained at 24 percent, the lowest since 1965. Twenty-nine agreements, covering 177,000 workers, retained COLAs. One agreement discontinued COLA and another one added it.

Zalusky noted that the Rubber Workers contract with Goodyear, setting the pattern in the industry, depends on the COLA clause as the main source of wage adjustment.

The cost of benefits continued to confound unions at the bargaining table, Zalusky said, pointing to the Employer Cost Index measure of total employer compensation costs, including wages and benefits.

Overall wage costs increased 3 percent while benefit costs increased 3.8 percent, almost entirely related to health care expenses, Zalusky said. Thus, total employer compensation costs increased 3.3 percent, down 0.3 percent from the previous quarter. Total compensation of union workers was 1.2 percent lower than the same period last year, he said.

— Michael Byrne

Family and Medical Leave shortcomings found

By Candice Johnson

Some serious loopholes and shortcomings have been found in the Family and Medical Leave Act after its first year. Employer non-compliance with the law also has prompted the first suits by the Labor Department.

While the law is ''the answer for many workers who need to take time for themselves and their families without worrying about having a job to return to,'' too many people don't know their rights, said Ellen Bravo, executive director of 9to5, the National Association of Working Women.

In addition, there are ''too many employers who are violating the law and too few resources for education and enforcement,'' she added.

To improve FMLA, 9to5 recommended increased education for workers and employers about the law; better enforcement by the Labor Department, with stiffer penalties for violators; and expansion of the law to include more family members and to provide some form of income replacement during leave.

The 9to5 report, ''Family and Medical Leave Act at the One-Year Mark: Law Needs Exposure, Expansion, Enforcement,'' cites both advantages and shortcomings of the measure while calling for improved enforcement and expansion of the law's benefits.

The FMLA provides workers at firms with at least 50 employees up to 12 weeks' unpaid leave to care for a new child or a seriously ill family member, or to recover from a serious illness. Currently, the law applies to just 5 percent of employers, making less than half the work force eligible for the leave.

Labor Department files suits

The Labor Department lawsuits were filed against companies in Texas and Michigan who fired workers who requested leave.

At Midwest Plastic Engineering Inc. in Sturgis, Mich., Lori VanDosen requested but was denied leave to care for her two children who were sick with chicken pox. VanDosen later contracted the disease and was fired.

Randy Seale, an employee at Associated Milk Producers Inc. in Amarillo, Texas, was fired for taking leave to care for his wife late in her pregnancy and following the birth of their premature triplets.

In both cases, the Labor Department lawsuits are seeking back pay, benefits, reinstatement and other relief.

Maria Echaveste of the Labor Department's Wage and Hour Division, said it has investigated nearly 1,000 complaints and has resolved more than 90 percent.

The 9to5 report noted that the Labor Department was committed to strict enforcement of the law and said some survey respondents applauded actions by the wage and hour division. But the report also pointed to regional offices that paid little or no attention to calls about leave problems.

Among the report's findings:

- Less than half of the respondents — 46 percent — said information about the FMLA was posted at their workplaces, a legal requirement.
- Many of those who approached their employers about taking leave were intimidated, punished or threatened with reprisals.

NEWSMAKERS

Whoopi Goldberg pitched in on labor's effort to win enactment of S. 55, the ban on striker replacement that failed in the Senate because of a Republican filibuster. She came to Washington at the request of the AFL-CIO Department for Professional Employees and was briefed by Secretary-Treasurer **Thomas R. Donahue** on the issue. Goldberg concentrated on lobbying Sen. **Dianne Feinstein** (D-Calif.) and Sen. **Arlen Specter** (R-Pa.), both of whom were among the majority of 53 who were for imposing cloture, but that's seven short of the 60 needed to end a filibuster.

Howard E. Johannssen was elected Aug. 8 as the president of the Marine Engineers and **Louis Parise** was elected secretary-treasurer. Johannssen is president of a division of MEBA made up of professional airways specialists. He said his election as the first president ''from a non-maritime district reflects favorably on MEBA's diversity, strength and democracy.''

Gary W. Rodrigues, president of the Hawaii State AFL-CIO, has been added by President Clinton to the Advisory Council on Unemployment Compensation, along with Northeastern Professor **Lucy A. Williams.**

Trade unionists **Clayola Brown** and **Frank Garrison** were among five new members Clinton named to the National Commission on Employment Policy. Brown is a vice president of the Clothing and Textile Workers and Garrison is president of the Michigan AFL-CIO.

Union members who are members of state legislators chose **Richard King** of Washington as president and **Richard Running** of Iowa as first vice president of the Labor Caucus of State Legislators. Both are AFT members and both are Democrats. They were chosen as nearly 40 heads of state AFL-CIOs met in New Orleans for their regular meeting in conjunction with the National Conference of State Legislatures. The state federation officers addressed the fact-finding report of the federal Commission on the Future of Worker-Management Relations (the Dunlop Commission) and plans for the 1994 elections, then joined more than 2,000 legislators in the annual discussion of state issues.

DEATHS

Victor Salandini, the Farm Workers priest, died Aug. 2 of liver cancer. He was 66.

A farm workers activist since 1965, Father Salandini was spiritual adviser to UFW founder Cesar Chavez and research director of the union.

Father Salandini learned he had liver cancer less than a month before he died. He made the entire 330-mile march from Delano to Sacramento this year on March 31, which would have been Chavez' 67th birthday.

A native of Washington state, Father Salandini was ordained in San Diego in 1952. He held both a master's and a doctorate in economics, degrees he attributed to the fact that various bishops of San Diego would rather assign him study in St. Louis or Washington, D.C., rather than having him at home assailing church contributions from southern California's wealthy growers as ''dirty money.''

The San Diego diocese once suspended him for two weeks for using tortilla at the consecration of the Mass, and Salandini used the name ''Tortilla Priest'' as the title of his autobiography. He was reinstated after he also agreed to quit saying Mass in a vestment with the stylized UFW black eagle on it.

He is survived by his mother and three sisters.





Bill Burke/Page One Photography

President Clinton presents the Presidential Medal of Freedom to AFL-CIO President Lane Kirkland and Ruth Chavez, widow of Farm Workers President Cesar Chavez. Also shown is medal winner and cartoonist Herbert Block, a longtime Newspaper Guild member.

Kirkland, Chavez receive nation's top medal

President Clinton presented AFL-CIO President Lane Kirkland and the late Farm Workers President Cesar Chavez with the nation's highest honor for civilians, the Presidential Medal of Freedom.

Kirkland ''has tirelessly worked to strengthen democracy and to further the cause of human rights,'' Clinton said. ''During the Cold War, his vital assistance to the Solidarity movement in Poland spread the forces of freedom toward victory in Eastern Europe, just as his guidance here at home helped to renew and fortify the American economy. As a people, we are indebted to Lane Kirkland for his talented leadership efforts as an advocate for unity and justice.''

Kirkland said he was particularly gratified the award recognized ''the role the free trade union movement plays in human society, both in America and around the world as an instrument for elevating conditions for ordinary people.''

Chavez ''was for his own people a Moses figure,'' Clinton said. ''The farm workers who labored in the fields and yearned for respect and self-sufficiency pinned their hopes on this remarkable man who, with faith and discipline, with soft-spoken humility and amazing inner strength, led a very courageous life.''

Other recipients included Dorothy Height, president of the National Council for Negro Women; Barbara Jordan, former U.S. representative from Texas; Arthur Flemming, former U.S. secretary of Health, Education and Welfare; Herbert Block, Washington Post cartoonist and member of the Newspaper Guild; Sargent Shriver, who launched the Peace Corps; and House Minority Leader. Robert Michel (R-Ill.), who is retiring after 37 years in the House.

RESOURCES

The Institute for **Women's Policy Research** will make what it calls ''mini-grants'' worth $500 to $5000 each for studies on ''the role of unions and labor law reform in improving women's status in the changing workplace.'' The AFL-CIO is among the groups that contributed funds to the offering of the grants. Proposals have to be in by Sept. 30 and the grants will be made by Nov. 15. Contact Melinda Gish 202/785-5100. The institute's address is 1400 20th St., Suite 104, Washington, D.C. 20036.

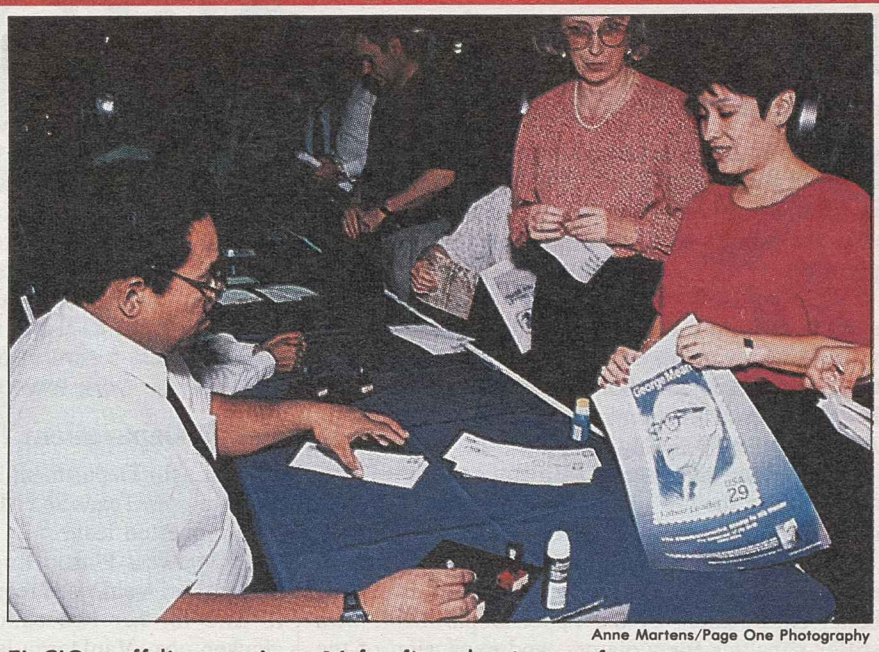
VIDEO

Many public broadcasting stations will be showing two programs produced by the Labor Institute of Public Affairs around the Labor Day holiday weekend. **Changing the Way We Work** is an ''America Works'' special that features two workplace settings with true labor-management partnerships. **Dying for a Job** is a discussion with Labor Secretary Robert B. Reich and workers who have been injured or made ill on the job. Check local listings for broadcast times.

PUBLICATIONS

Closer Look: an on-the-ground investigation of the Sierra Club's book, **Clearcut,** is an analysis by Carpenters Treasurer James Bledsoe that exposes false portrayals by the environmental group, the union said. Contact Denny Scott at 202/546-6206.





Anne Martens/Page One Photography

AFL-CIO President Lane Kirkland recalls George Meany during ceremony; AFL-CIO staff line up Aug. 16 for first day issue of stamps.

Meany stamp pays tribute to lifetime of labor

By Rex Hardesty

On what AFL-CIO President Lane Kirkland described as a ''great day for labor,'' the U.S. Postal Service Aug. 16 unveiled the George Meany postage stamp in the federation's lobby amid friends and family of the late labor leader.

The commemorative stamp marks the centennial of Meany's birth on Aug. 16, 1894. Meany was Kirkland's predecessor and the only other president of the AFL-CIO.

Kirkland was joined in unveiling the 29-cent stamp by Joseph J. Mahon Jr., the postal service vice president for labor relations. The ceremony included sale of the stamp, which also was made available that day in Washington, D.C., and on Aug. 17 in the rest of the country.

Kirkland also participated in a ceremony Aug. 17 at the Bureau of Engraving and Printing, where Deputy Treasury Secretary Roger Altman praised the skills, craftsmanship and productivity of the union workers who produced the stamp. And he flew to Detroit to join Postal Workers President Moe Biller in a ''second day'' ceremonial unveiling of the stamp at the union's convention. **(See story, Page 9)**

Of Meany, Kirkland declared, ''His efforts to extend trade union rights to all corners of the world were based on his unswerving belief that the aspirations of workers are best expressed by workers themselves.''

Because Meany had the uncanny knack of getting to the heart of any subject, ''without excursions and complexities,'' he also ''knew which side he was on and, as such, his decisions were devoid of agony and second-guessing.''

AFL-CIO Secretary-Treasurer Thomas R. Donahue illustrated Meany's foresight by relating the story of the 1953-55 acquisition and construction of the headquarters building across Lafayette Park from the White House.

That dedication ceremony followed an invocation by George Higgins, as did the stamp unveiling and many other events in Meany's life, Donahue noted. Higgins, now a monsignor, became the ''labor priest'' soon after his ordination in 1941.

''Mr. Meany was inordinately proud of this building and everything that went on within it,'' Donahue said. ''He presided over our labor movement from his eighth floor office for 24 of the 27 years of his presidency'' first of the AFL and then of the AFL-CIO.

''Keeping eye on guy across the street''

Donahue, who like Kirkland served a stint as Meany's executive assistant, recalled how Meany's omnipresent cigar ''made him a walking OSHA violation,'' and how occasionally he would note that ''we've got to keep our eye on that guy across the street'' in the White House.

Eight presidents — Roosevelt, Truman, Eisenhower, Kennedy, Johnson, Nixon, Ford and Carter — occupied that house ''across the street'' while Meany was a national federation officer. He became secretary-treasurer of the AFL in 1939, president in 1952 and president of the AFL-CIO in 1955. He stepped down, nominating Kirkland as his successor, at the 1979 convention.

Meany died Jan. 10, 1980. Eight months later, Kirkland noted, a young electrician in Poland named Lech Walesa ''went over the wall of a shipyard in Gdansk and began a revolution that shook the world. I only wish George Meany had lived to see that event and the events that followed.''

The U.S. Postal Service description of Meany included the quote: ''His life works would do honor to a dozen men, if divided among their histories.'' That statement was from Kirkland's tribute to Meany at the 1979 convention.

Biller flew in from the APWU convention to take part in the ceremony. Also present was Chris Calle of Ridgefield, Conn., who designed the stamp.

Both Donahue and Eileen Meany Lee, Meany's daughter who spoke on behalf of the family, paid particular tribute to the steadfastness with which Edwin Schmidt of the AFL-CIO pursued the idea of a Meany stamp. Schmidt heads the federation reproduction and mailing operations and was hailed by Lee as ''labor's postmaster general.''

Donahue also recalled the previous stamps with a labor connection. They include the 1950 centennial of Samuel Gompers birth; the 1956 Labor Day stamp that depicted the mural from AFL-CIO headquarters; the 1980 ''Organized Labor . . . Proud and Free;'' and the 1989 stamp honoring AFL-CIO Vice President A. Philip Randolph as part of Black History Month.

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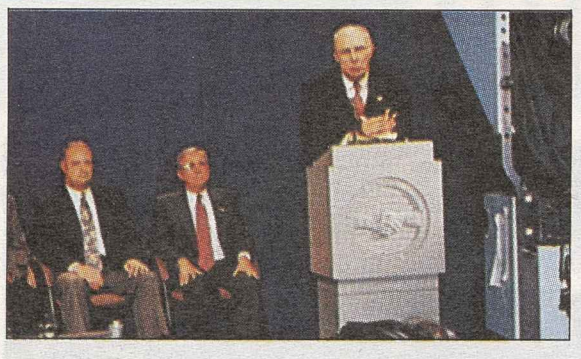
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Secretary-Treasurer Thomas R. Donahue and Rubber Workers officials hook up with URW strikers in AFL-CIO teleconference. **See Page 3.**

Unions on Labor Day: Rebuild American dream

By Michael Byrne

On the 100th anniversary of the national Labor Day holiday, trade unionists marched in solidarity with labor and community groups, recommitting the movement to economic justice and human dignity.

In Chicago, they celebrated another centennial — the 100th anniversary of the Pullman strike, which delineated labor's crusade for the eight-hour day. That campaign actually began with a march in New York City on Sept. 5, 1882, the first official observance of Labor Day.

This year, New York City gave its Labor Day parade its first biennial rest, as unions took to the radio airways to promote comprehensive health care reform. Labor's allies in the Health Care Reform Project were active in Labor Day events in a dozen states, from Rhode Island and Alabama to Texas and California.

Health insurance for all workers is a top priority for America's working women, according to the preliminary results from the Labor Department's ''Working Women Count!'' survey, released in time for Labor Day.

Across the country, workers picnicked with their families and friends, sometimes listening to the promises of candidates on this traditional political season opener. The November elections this year loom large after a season of legislative disappointments.

They told members of Congress how much working families need real health care reform. And how much their lives depend on fair trade, workplace fairness, job safety and health, and the essential right to band together with other workers to bargain for better wages and working conditions.

And they talked about how bad it's gotten for working people. The middle class, which unions built up through four decades of industrial progress, is declining as employers expand low-wage jobs and export better-paying ones. Today's young people are the first generation out of the 10 in the nation's history who cannot reasonably expect to do as well as their

Continued on Page 2



Tom Copeland/ACTWU

Workers at Tultex Corp. in Martinsville, Va., are jubilant after vote for union.

Historic ACTWU campaign nets 2,300

By Candice Johnson

A string of broken promises, strong community support and a very public campaign — aired nightly on local access television — helped bring union membership to nearly 2,300 workers at Tultex Corp.

The victory by the Clothing and Textile Workers, covering workers at the Martinsville and Henry County, Va., sites, is the union's biggest win since its successful 1974 campaign at J.P. Stevens operations in North Carolina. Tultex workers voted for ACTWU representation by a 1,321-710 count.

ACTWU President Jack Sheinkman said the victory ''proves that American workers are ripe for change. They want dignity in the workplace and a piece of the American dream. This victory should spur on more union activity throughout the South and the rest of the country.''

The win followed four earlier organizing drives that first began in 1979. The 1990 campaign, which ACTWU lost by only a few votes, had Tultex making big promises to workers that it never really intended to keep, the union said.

Those promises began unraveling last year, said Patricia Westwater, communications director for ACTWU's southern region. Tultex slashed workers' wages and benefits, eliminated contributions to the 401(k) plan, cut shift differential pay and cut out the annual Christmas bonus, she said.

Workers who earned about $20,000 a year saw their incomes cut by nearly $6,000, Westwater said, adding that some families who had two Tultex wage earners were losing as much as $10,000.

But there were no cuts in salaries for top management. In fact, top executives received additional stock options, she noted.

Continued on Page 8

AFL-CIO rejects 'do-nothing' bids on health reform

Better to keep issue alive, 'fight again another day'

By Muriel H. Cooper

Union members and their families have struggled too long to build a high standard of health benefits to see their efforts undermined by a ''do-nothing'' attempt at health care reform, AFL-CIO President Lane Kirkland said.

Kirkland commented in the period just before the congressional August recess, when a lot happened on health care and none of it was good.

''The AFL-CIO is deeply distressed that a historic opportunity to reform the nation's health care system may be slipping away,'' said Kirkland.

He said the so-called ''Mainstream Coalition'' health plan in the Senate threatened the existing system of employer-based health insurance. ''It would adversely affect workers, tax their benefits, drive up their costs and not even approach universal coverage — which is an essential objective of ours.''

Consequently, he said workers and their unions, rather than go down that road, ''would rather see the issue kept alive and fight again another day.''

Earlier, as the Senate position on health care deteriorated, the federation had said the plan by Majority Leader George Mitchell would have to be improved before it could win worker support. And the ''Mainstream Coalition'' accomplishes even less than the Mitchell bill.

''If the Senate continues down the road taken by this new proposal, then they will inflict tremendous damage on countless working families,'' Electrical Workers President John J. Barry said.

Kirkland noted that it ''seeks to address the health care crisis by replacing a substantial portion of the current employer-based system with an entirely new approach that would likely leave most Americans securing coverage on their own.

''This radical, untested idea will most certainly create disorder and confusion while providing precious little opportunity to solve the problems that now plague the health care system,'' Kirkland said.

Various polls indicate that a majority of Americans believe that everyone should have health coverage and that all employers should share in the responsibility of paying for it. But that vision of the national will has been lost in the health care debate.

Continued on Page 8

Unions on Labor Day vow to rebuild middle class

Fighting economic decline is labor's No. 1 mission

Continued from Page 1

parents did. And the future is bleak for their children.

This economic deterioration was the focus of a Labor Day rally by union members outside the Boston office of Manpower Inc., spotlighting the corporate penchant for temporary workers that has made Manpower the largest ''employer'' in the United States.

The United States is drifting toward a two-tiered labor market ''with an upper tier of high-wage workers and a growing underclass of low-paid labor,'' the President's Commission on the Future of Worker-Management Relations reported in May. Not coincidentally, union organizing is frustrated by employers with no constraint to violate workers' rights, the commission found.

''Our elected representatives in government should take heed of what has happened to average working Americans during the recent era of assault on worker rights in this country,'' AFL-CIO President Lane Kirkland noted in his Labor Day message.

''Just about every major social problem we have today — from our soaring crime rate and the decay of our urban areas, to the rise of poverty and homelessness — can be traced to the decline of the number of decent-paying, entry-level jobs for people of limited skills,'' Kirkland said.

Labor Secretary Robert B. Reich echoed that theme in a Labor Day speech delivered Aug. 31, noting that the Clinton administration's work-force agenda focuses on providing new skills, with important roles for both labor and business.

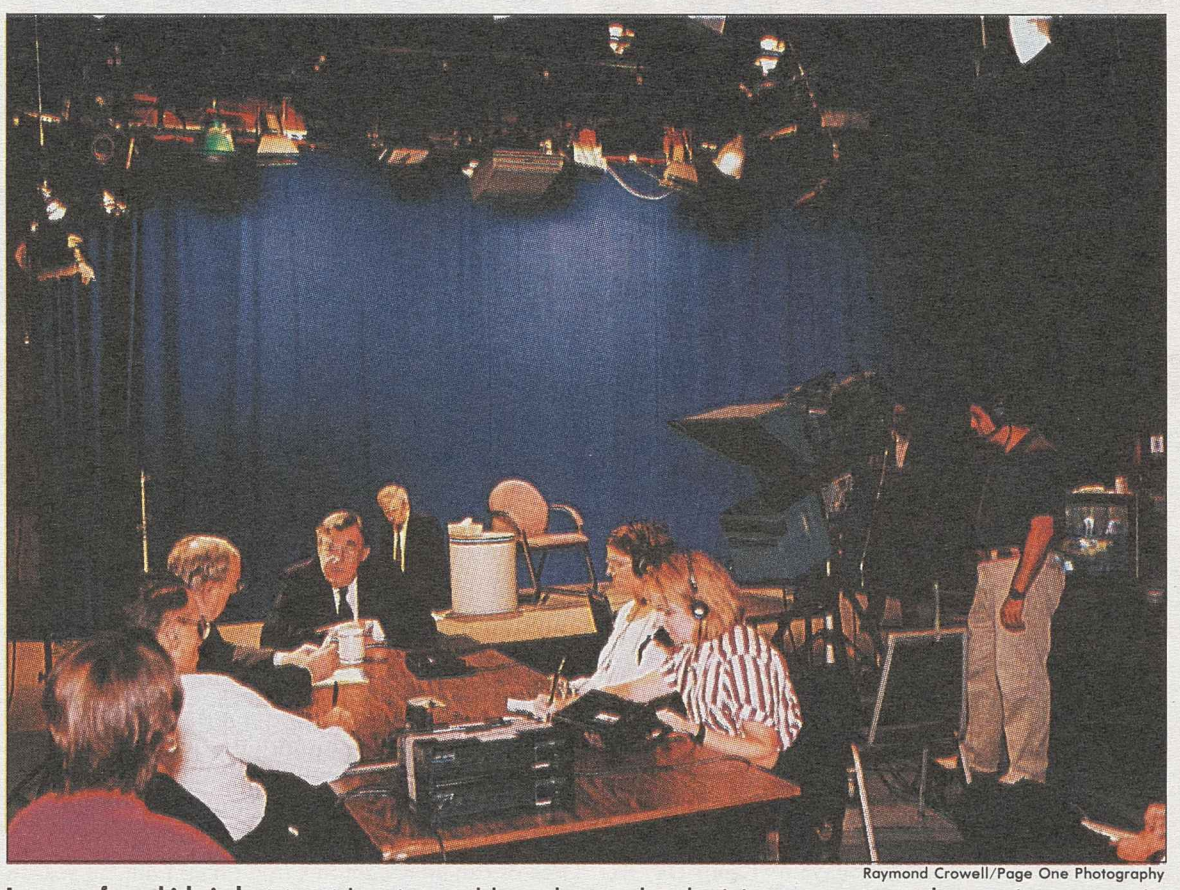
''Labor unions have long helped shore up wages and benefits for workers without high-level skills,'' he said. ''But today, only 11 percent of the private-sector work force is unionized. Let there be no doubt: a revitalization of the labor movement would help reverse the erosion of the middle class.''

Even during the current recovery, wages continue the downward trend that has seen a 20 percent loss in purchasing power over the past two decades, the Economic Policy Institute reported in ''The State of Working America, 1994-95.'' Authors Lawrence Mishel and Jared Bernstein presented these startling findings:

- From 1989 to 1993, median real wages fell 2.6 percent overall and by 4.6 percent among men.
- During the same period, entry-level wages declined 7.8 percent for high school-educated and 6.1 percent for college-educated workers.
- The wages of male college-educated workers are now falling as fast as those of male high school-educated workers, nearly 5 percent over the 1989-93 period.

The EPI economists say these statistics dispute the notion that growing wage inequality is primarily a product of technological change, which has driven an increased demand for ''educated'' or ''skilled'' workers. Rather, they found these larger economic forces undercutting work:

- A severe drop in the value of the minimum wage.
- The expansion of low-wage, service-sector employment.
- The increasing globalization of the economy through immigration and trade.
- The growth of small business and contingent work (temporary and part-time) arrangements.
- Deunionization and a weakened effect of unions on non-union wage patterns.



Raymond Crowell/Page One Photography

In part of a whirlwind visit with print and broadcast media Aug. 31 in preparation for Labor Day, AFL-CIO President Lane Kirkland tells radio and television reporters that unions remain strong and committed to fighting for working people in Congress and on the job.

Behind all these trends lurks the devolution of American corporations, which ''have no compunction at all about shifting jobs from Chicago, San Diego or Buffalo to Thailand, Malaysia or any other place in the world that will increase their profits,'' said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

As the bond between American workers and these U.S.-based corporations has withered, ''many of these corporations have changed themselves beyond recognition,'' Donahue said. ''They are not the job creators they used to be. They have hollowed themselves out'' with skeleton staffs in this country, but with the real work going on in any number of other places.

Even as these ''shell corporations'' desert the United States for low-paid labor on foreign shores, the labor movement is recommitting itself to developing new approaches to help all working Americans cope and even prosper.

Unions are pioneering job training programs to help people upgrade and update skills to keep pace with rapidly changing technologies, and to increase competitiveness, a new study by the AFL-CIO Economic Research Department shows.

The report, ''Labor's Key Role in Workplace Training,'' reviews the union-negotiated joint labor-management training programs that are the keystone of the cooperative agreements that are giving workers a greater voice on the job.

President Clinton celebrated Labor Day by extolling the benefits of worker-management partnership at Bath (Maine) Iron Works, where shipyard workers represented by the Machinists just entered into a cooperative agreement that gives workers an extraordinary share in decision making. The pact ties wage increases to skills development. **(See story, Page 3).**

Reich addressed a Milwaukee labor crowd at a pre-parade concert, then traveled to Wausau, Wis., to join Rep. David Obey (D) as grand marshals of the Labor Day parade there.

Labor's voice was not raised in solitude this Labor Day, as traditional allies from the civil rights and religious communities also sang the praises of workers and their unions.

In Savannah, Ga., the state and local AFL-CIOs and the Longshoremen led a march to City Hall where labor, civil rights and religious leaders were joined by elected officials in paying tribute to workers' organizations.

A booklet by Msgr. John J. Gilchrist, published for Labor Day by the New Jersey Building and Construction Trades Council, explained the natural relationship between the Catholic church and New Jersey labor.

In Evansville, Ind., labor and religious leaders discussed their common goals on a 30-minute television show broadcast on the local CBS affiliate.

The Nashville and Middle Tennessee AFL-CIO purchased local cable television time on such channels as CNN, ESPN, Discovery and MTV, running 80 spots of the ''Union Yes Benefits'' advertisement.

Union organizing was the topic of a CSPAN pre-Labor Day production that featured organizers from the Laborers during a training session at the George Meany Center for Labor Studies.

In the Olive Branch Cemetery near Smithton, Pa., the Monongahela Valley AFL-CIO dedicated a historical marker commemorating the 239 men and boys who died in the 1907 Darr Coal Mine explosion.

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Steelworkers go back to basics for revitalization

By David Kameras
Las Vegas

Steelworkers were challenged to use organizing, collective bargaining and political action to continue achieving victories for working men and women.

USWA President George Becker reminded some 2,300 cheering delegates to the 27th constitutional convention that ''you need a free trade union movement that has the right to organize, has the right to strike, and has a right to bargain collectively with the companies.''

That is what's needed to build a middle class and protect democracy in the United States and Canada, he said, and live up to the convention slogan, ''Together, Stronger than Steel.''

''In the 1980s, our countries were captured by the short-sighted representatives of the rich, Reagan and Bush, and Mulroney in Canada,'' Becker said. ''Theirs is a legacy of shame. The rich got richer, and the poor got poorer, and the middle class got hammered. Well, I'm fed up with it.''

Becker drew a parallel between the decline in the percentage of organized workers in the United States and Canada and the drop in the standard of living for working people in both countries.

Noting that the USWA membership has been cut in half since 1980, Becker pointed to a number of measures being taken, including restructuring headquarters, reducing reliance on outside vendors and reinvigorating the union's Future Directions policies, with more interactive involvement by local unions.

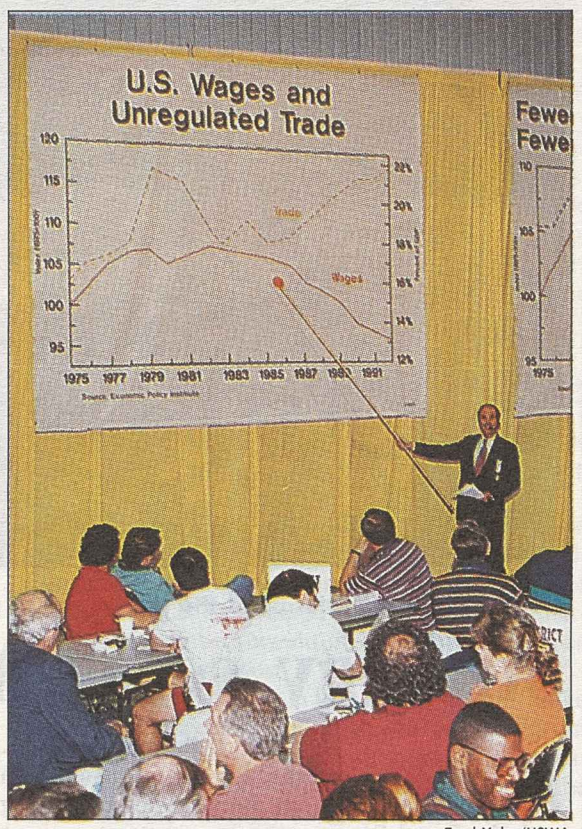
Becker announced that negotiations with all of the major integrated basic steel producers and some smaller companies have resulted in contracts that guarantee no layoffs and 40 hours of work for the life of the contract. ''We negotiated true power sharing for the workers in the union over decisions previously off limits to the union and employee influence.''

Contrasting the anti-worker policies of Bush and Reagan with the overall record of President Clinton, Becker warned that enemies from every direction are determined to bring him down.

''I'll be damned if I'm going to stand by or participate or let anybody else deliver the presidency of the United States back into the hands of those kinds of people,'' he said.

AFL-CIO President Lane Kirkland noted that labor, ''alone and without any help or support from anyone else,'' got majorities in both the House and Senate for the ban on the ''permanent replacement'' of strikers. ''Only the existence of the filibuster rule in the Senate has enabled a minority of flinty, right-wing idealogues — in service to the worst employers in the country — to carry the day, for the time being,'' he said.

Kirkland also expressed support for the unaffiliated Major League Baseball players. ''They are brother trade unionists and we ought to be proud of them and support their struggle in whatever way we can,'' he said.



Fred Yake/USWA

Jeff Faux, director of the Economic Policy Institute, conducts an extraordinary convention seminar on "paycheck economics."

In a taped message, President Clinton commended the union ''on its innovative leadership in improving relations at work and unleashing the creative powers of individual workers.''

Democratic National Committee Chairman David Wilhelm predicted that despite predictions of tough mid-term elections this November, his party is ''on the side of the working middle class, and we will win.''

Delegates marched at the Las Vegas Hilton, located next door to the convention center, in support of workers trying to organize the Flamingo Hilton Hotel in Laughlin, Nev., and demonstrated at the Frontier Hotel on behalf of striking workers, members of the Hotel Employees and Restaurant Employees, who for three years have been seeking a contract.

A founding conference was held in the days preceding the convention for the Worker-Ownership Institute, a joint USWA-management group co-chaired by former USWA President Lynn Williams that is intended to provide education and training to local unions and members involved in ESOPs and other forms of worker ownership.

Other convention speakers included Canadian Labour Congress President Robert White; Rep. John Lewis (D-Ga.); Gary Doer, provincial leader of Opposition Government of Manitoba, New Democratic Party; and former Labor Secretary Ray Marshall, professor at the University of Texas.

Machinists gain 'equal voice' in shipyard contract

By James B. Parks

Machinists at Bath Iron Works in Maine have approved an innovative new contract that gives workers an equal voice in running the company and bases pay raises on workers' willingness to learn new skills.

''Here, union members share equal representation and equal power with the company at every level of every program,'' IAM President George Kourpias said in an address to the workers. In an unprecedented move, the company halted operations to allow Kourpias to address both union and non-union workers.

''This labor-management team will be a model for our country of real, authentic cooperation,'' Kourpias added.

The new agreement provides for ''joint decision making to an extraordinary degree'' and gives workers ''a real voice,'' BIW President Duane Fitzgerald said.

Bath, like other shipyards, suffered greatly after President Reagan ended shipbuilding subsidies in 1983. It lost much of its commercial shipbuilding work to low-wage foreign competition and became strictly a military builder.

Labor relations sank into ''an endless battle: just constant warfare,'' said Dave Furlong, a trustee of IAM Local S-6. To David Libby, the local's president, the choice was clear. ''We could go on beating up on each other and go out of business together. Or we could go another way, and try to change things.''

In July, the union and management negotiated a ''teaming agreement'' that establishes joint committees with full decision-making authority in all departments in the workplace. The only exception will be in disciplinary actions. The workers also will be represented in bidding and subcontracting decisions.

''Now management knows they have to listen to the workers. And the workers know they will get listened to, because now the union has as much say as management,'' Libby said.

The new three-year contract also provides for pay raises of 40 cents an hour immediately for the 5,300 employees. Workers can earn additional raises of 20 cents, up to a maximum of 60 cents, for each ''associated function'' they volunteer to learn.

Employees who volunteer to learn additional crafts, or ''core skills,'' will be given the opportunity, based on seniority, to earn an additional 50 cents while in training and another 50 cents on completion of the training.

The agreement also boosts pension benefits and contains a no-layoff clause, although work-force reductions probably will continue through attrition, the union said.

The two sides reached agreement about two weeks before the contract expired Aug. 21, and the pact was ratified Aug. 19.

Rubber Workers rally labor against union-busting tire makers

The Rubber Workers escalated their battle against the union-busting of three foreign-owned tire manufacturers — two of which are hiring replacement workers.

The companies — Bridgestone/Firestone, Pirelli Armstrong and Yokohama — are trying to gut the URW's system of pattern bargaining by ''tearing apart contracts that took nearly 60 years to build,'' said union President Ken Coss.

All the companies have demanded deep concessions, including reduced health care coverage and continuous plant operations. More than 6,400 URW members are on strike across the country.

Meanwhile, the URW reached a tentative agreement with Dunlop Tire Co., where 1,600 employees had been on strike since June 21. ''I think both sides just realized they needed to get something settled one way or another,'' said URW spokesman Dan Knoch.

In the largest of the strikes, with about 4,200 workers out since July 12 at five Bridgestone/Firestone plants, the union has filed unfair labor practice charges with the National Labor Relations Board. The complaint charges the Japanese-owned company failed to bargain in good faith, refused to respond to union proposals and demanded that the workers accept all its proposals as a package.

The company on Aug. 25 began hiring 110 scabs, claiming it needs them to bring production levels up and to continue doing business. Company spokesmen have admitted the supply of agricultural tires is low because of the strike.

Bridgestone/Firestone is leading an alliance of tire makers bent on breaking the union, Coss said. In an Aug. 30 teleconference with strikers from the AFL-CIO headquarters, Coss called the company's contract proposal ''a disgrace,'' saying Bridgestone/Firestone set the stage for a strike a year ago. Coss warned the company that URW members will not give in until Bridgestone/Firestone recognizes that its ''North American employees are human beings'' who deserve to be treated fairly.

AFL-CIO Secretary-Treasurer Thomas R. Donahue pledged the solidarity of the entire labor movement behind the URW. ''There is no reason Bridgestone/Firestone cannot meet the same standards as the other companies'' in the industry, Donahue said.

Bridgestone/Firestone is the only Big Three tire maker that has not reached a new master contract with the URW. Goodyear set the pattern with about 16 percent in increased wages and benefits over three years. Michelin-owned Uniroyal Goodrich also reached a similar agreement. The three contracts expired April 23.

To assist the Rubber Workers, the AFL-CIO Industrial Union Department is helping devise a corporate campaign to bring the company to the bargaining table, said Joseph Uehlein, IUD organizing director.

Negotiations with Pirelli Armstrong resumed Aug. 29, the first time the two sides had met face-to-face since the six-week strike began. One issue sure to be on the table is the Italian tire maker's plans to hire replacement workers.

In Des Moines, almost 700 striking Pirelli workers returned to work after the plant's new owners, Titan Wheel, agreed to hire back all the strikers and to boost employment to about 1,000.

The other URW strike is at Yokohama Tire Co., where 800 employees walked out July 24.

— James B. Parks

Fire Fighters face critical challenges of work, union

Detroit

More than 2,000 delegates to the 42nd Fire Fighters convention were urged to seize the opportunity to conquer the life-and-death challenges facing the union.

Likening the struggles of the union to those of the allied forces under Gen. George Patton 50 years ago, IAFF President Alfred Whitehead reminded the delegates they must be prepared to make the ultimate sacrifice in their line of work.

Among the critical challenges facing the union is the lack of investigation into the deaths of Fire Fighters, Whitehead said. In the past 10 years, only three comprehensive investigations into Fire Fighter deaths have been attempted, and all three were initiated by the union, he said.

''No matter who is responsible, it is time to find out what went wrong,'' he said. Whether the fault lies with inadequate staffing, poor incident command, bad communications, lack of training, equipment failure, or human error — let's accept the challenge of exposing the truth and let the cards fall where they may.''

Carrye B. Brown, the Clinton administration's U.S. Fire Administrator, told the delegates ''we will work with you to prevent Fire Fighter deaths. Our brothers' and sisters' deaths must not and will not be in vain.''

Delegates approved a series of per capita increases — 10 cents per member per month for the FIREPAC Education account, one cent for an IAFF representative on the Canadian General Standards Board, and one-half cent to boost the IAFF Disaster Relief Fund.

Delegates also signed letters urging senators to exempt public safety officers from the Age Discrimination in Employment Act.

AFL-CIO Secretary-Treasurer Thomas R. Donahue asked the delegates to boost political activity. ''As the campaigns heat up, ask the candidates about labor law in every town meeting. Ask about guaranteeing that public employees have full freedom of association so they can have unions when they want them.''

James Florio, the former governor of New Jersey who co-chairs the U.S. Department of Labor Task Force on Excellence in State and Local Government, told the delegates he shares a challenge with them — protecting public employee collective bargaining.

''I was startled that many states don't even provide collective bargaining,'' he said.

IAFF members were lauded by comedian Jerry Lewis, chairman of the Muscular Dystrophy Association, for their support in the fight against the disease. Lewis also presented Whitehead with a special award recognizing his efforts on behalf of the MDA.



Raymond Crowell/Page One Photography

A record 8,432 delegates need the big screen to see Letter Carriers President Vincent Sombrotto.

Strategy set, NALC begins talks

Atlantic City, N.J.

A record 8,432 delegates to the Letter Carriers 59th biennial convention set the stage for bargaining with the Postal Service on a new contract.

By a voice vote, they directed the NALC to bargain alone with the USPS instead of continuing joint bargaining with the Postal Workers, which a week earlier had urged joint bargaining to continue. Separate negotiations by both unions began Aug. 31.

Delegates adopted resolutions urging negotiators to work for improvements in the grievance-arbitration procedure, inclusion of employee involvement in the contract and consideration of changes in evaluation of mail delivery routes.

NALC President Vincent R. Sombrotto said he would enter into such a pact only if he gets ''a solid agreement with management'' on employee involvement.

In one of the most hotly contested votes, delegates rejected a proposal to seek an area cost-of-living adjustment on the national agreement.

Sombrotto told the delegates he was sure postal management will ask the union to give back just about everything that has been won by NALC negotiators in recent years. ''I'll never sign any contract that ever gives anything back to management,'' he assured the delegates.

But he reminded the delegates the NALC must meet the many technological and competitive challenges facing letter carriers and other postal employees as the USPS heads toward the 21st century.

Noting the importance of change, AFL-CIO President Lane Kirkland told the delegates ''we in the labor movement are the positive agents of change, working in the service of the many instead of the few.''

President Clinton delivered a special videotaped greeting for the convention and praised the union and Sombrotto for supporting health care reform.

''Your support and the counsel that Vince has given to our administration has been absolutely invaluable,'' said Clinton. ''Vince has been a tireless crusader for health care reform.''

Clinton also praised the actions of letter carriers both on the job and in their many heroic humanitarian deeds. He particularly applauded the NALC National Food Drive which resulted in delivery of 32 million pounds of food to the needy last May.

Also addressing the delegates were Reps. David Bonior (D-Mich.), Patricia Schroeder (D-Colo.) and Benjamin Gilman (R-N.Y.).

After the nation voted for a dramatic change in direction in November 1992, Letter Carriers and other working people must be politically active to build on the gains made since then, Bonior told the delegates.

But Schroeder warned the political scene was ''getting very scary.'' Elections in November could shift political power in Congress and that could have a harsh impact on NALC members and other postal and federal workers, she said.

Delegates re-elected Sombrotto and Richard P. O'Connell, secretary-treasurer.

Other speakers included Family Circus cartoonist Bil Keane, who received an Award of Appreciation for his help in the NALC Food Drive, and Judith Hyde, a member of NALC Branch 82.

Sheet Metal Workers revamp constitution, leadership team

Pittsburgh

Under the banner, ''Dawn of a New Era,'' the Sheet Metal Workers took another stride in reconstructing the 134,000-member union with sweeping constitutional amendments and a new leadership team.

The 472 delegates eligible to vote at the union's 39th convention elected President Arthur Moore and Secretary-Treasurer Michael J. Sullivan to newly constituted five-year terms, along with 11 vice presidents to round out the SMWIA executive council.

Moore, a longtime vice president of the union, had been serving out the unexpired four-year term as president since last August after the late Edward J. Carlough stepped down. On weighted roll-call ballots, delegates elected Moore with 2,353 votes over Thomas J. Kelly, 181, and Donald L. Stiltner, 6.

Sullivan, formerly first vice president, was elected without opposition to succeed Secretary-Treasurer Lawrence J. Cassidy, who retires Oct. 1.

Nine vice presidents, including eight incumbents, were elected by acclamation. In two contested elections, Donald L. Custer was elected 9th vice president and Richard Loyd 10th vice president.

With the swearing-in of the newly elected officers, Moore pledged to the cheers of delegates: ''you are not going to be disappointed in what you did today. You'll see more improvements and you'll be proud. This convention has set the standard for many conventions to come.''

In action on more than 400 resolutions brought before the constitution committee, delegates moved to:



Michael J. Sullivan and Arthur Moore

- Freeze the per capita tax at the current rate that members pay to the international.
- Hold conventions every five years instead of the four-year cycle.
- Establish a Production Workers Department headed by a full-time staffer.
- Create a permanent finance committee.

AFL-CIO Secretary-Treasurer Thomas R. Donahue told the convention that the fate of labor's legislative agenda hinges on the outcome of the congressional elections in November. He called on delegates to work in campaigns back home to help elect candidates that embrace the interests of working Americans.

As things now stand, he observed, ''the hopes of this trade union movement have to rest on a successful Clinton administration. We've had our differences with this administration and we'll continue to have them — as with any administration.'' But the cooperation from President Clinton is in sharp contrast to the acute discord that unions encountered with the Reagan and Bush administrations, he said.

''Go back over the 12 years of Republican presidencies and the mean-spirited ways they tried to break down Davis-Bacon, choke off our unions and stack the National Labor Relations Board with officials who just didn't give a damn about the existence of this trade union movement.''

In a video-taped message to the convention, President Clinton pledged to ''stand solidly behind you on Davis-Bacon and OSHA reform,'' as well as to press on in the fight for universal health care coverage.

President Robert A. Georgine of the Building and Construction Trades Department voiced concern about the ability of the current Congress to dig in and pass needed changes in the Davis-Bacon prevailing wage law, improved job safety programs and essential health care reform.

Unions must rebuild their strength on Capitol Hill and beyond through organizing, he stressed.

Other speakers at the five-day convention included Presidents John J. Barry of the Electrical Workers, Sigurd Lucassen of the Carpenters, Arthur Coia of the Laborers, William G. Bernard of the Asbestos Workers, John Meese of the Metal Trades Department, and William M. George of the Pennsylvania AFL-CIO; Sen. Harris Wofford (D-Pa.); Indiana Democratic Gov. Evan Bayh; and Robert Zill, president of the unionized Sheet Metal and Air Conditioning Contractors National Association.

BARGAINING

Westinghouse pact reached

A tentative agreement covering some 5,000 workers was reached with Westinghouse Electric Corp. after five unions staged a 12-hour strike Aug. 29.

Each union will set up its own ratification process. The deadline for ratification by the two largest unions, the Electrical Workers and Electronic Workers, is Sept. 19. Other unions in the CBC include the Steelworkers, Machinists and Carpenters.

"Westinghouse learned that we were serious about winning a fair and equitable contract," said Robert Stander, IBEW's director of manufacturing. "We are pleased that, after much difficulty, the talks have resulted in such an agreement."

The tentative agreement, which applies to hourly employees in 31 states, includes three general wage increases, two lump-sum cash payments, and seven cost-of-living adjustments, according to the IBEW.

Meanwhile, the IUE overwhelmingly ratified the CBC-negotiated four-year contract with Martin Marietta. That agreement covers some 2,600 IUE members in three states. The agreement provides for an 8 percent wage increase, plus $2,000 in bonuses and eight cost-of-living adjustments.

GM contract ends strike

A three-day strike at a General Motors parts plant ended after workers ratified a new contract, but not before the company was forced to shut down 15 other plants and idle nearly 50,000 workers.

The contract allows GM to continue plans to subcontract work to outside suppliers, but the company agreed to create other jobs for the 600 persons who would be displaced by the subcontracting.

Longstanding disputes over individual health and safety grievances also were settled, and new safety procedures were put into effect, the union said. "We wanted to preserve jobs and that's what we did," said Ron Gettelfinger, director of UAW Region 3.

About 3,500 UAW members struck the Anderson, Ind., plant Aug. 23, stopping production of exterior signal lights, electronic lighting systems and bumper parts. The impact of the strike was felt quickly because the Anderson plant supplies most of GM's truck and car assembly plants in the United States.

The UAW also reached tentative agreement Aug. 26 with Diesel Corp. on a new four-year contract covering 5,200 employees. Details of the contract were not revealed, pending a ratification vote.

UFCW ratifies Shaw accord

Full-time employees at 34 Shaw's Supermarkets are guaranteed their jobs for the next three years under an agreement ratified by members of the Food and Commercial Workers.

The contract covers some 6,000 workers in Massachusetts and Rhode Island. The employees will receive a wage increase between $25 and $30 a week in the first year and bonuses ranging from $250 to $1,200 in the second and third years, said Russell Regan, president of UFCW Local 791.

Job security was the union's top priority, Regan said, calling the pact "the best contract in this area for the industry."

The contract also modifies some "inefficient" work rules in the warehouse that ultimately will protect members' jobs, Regan said. Specifically, it changes shift-start rules and allows part-time workers to fill jobs as "pickers," which previously had been subcontracted out.

L.A. mechanics end strike

Voting overwhelmingly to approve a new three-year contract, Amalgamated Transit Union mechanics at the Los Angeles Metropolitan Transportation Authority ended a nine-day strike that had stranded thousands of bus and train riders.

The major issue leading to the strike was the authority's desire to contract out jobs to lower costs. The new agreement allows MTA to contract out for certain tasks, but also establishes a joint labor-management committee to review any disputed bids or contracts, the union said.

The contract, ratified Aug. 2, also includes a wage freeze in the first year followed by a 30-cent an hour increase in the second year and a 1.5 percent hike in the last year. The pact also creates a new, lower wage scale for newly hired maintenance assistants.

Cat licks wounds as scabs stumble

By James B. Parks

Caterpillar's scabs are producing and shipping less while suffering more injuries and illnesses.

The company is producing little while running the struck plants with managers, retirees and temporary workers, UAW Secretary-Treasurer Bill Casstevens told some 150 of the company's institutional investors.

"Management personnel can't last forever inside these plants and temporary, contract workers are not an acceptable solution for a world-class manufacturing company," said Casstevens, who heads the union's Caterpillar department.

Casstevens pointed to Caterpillar's Aurora, Ill., plant, where rail shipments of machinery were 18 to 24 daily before the strike, but have totaled only 17 in the seven weeks of the strike. Caterpillar also was forced to scrap a shipment of hydraulic tubes from Aurora because of poor quality, he said.

At the Pontiac, Ill., plant, fuel pump shipments have declined from 230 daily to 10 daily, Casstevens said. Consultants were brought in to make repairs at the plant at a cost of $14,000-$18,000, he said. Ordinarily, UAW members would make the repairs in one day, with no extra cost.

Some 14,000 workers in three states went on strike June 21, one day after Caterpillar officials walked out of a federal mediation session after only 45 minutes. There has been no formal communication between the union and the company since the strike began.

At the UAW's request, the AFL-CIO's Strategic Approaches Committee will look at ways the entire labor movement can get behind the UAW corporate campaign, said Joe Shantz, director of the federation's Organization and Field Services Department.

This is the 10th unfair labor practice strike at Caterpillar in the last nine months, the union said. The National Labor Relations Board has issued 95 unfair labor practice complaints against the company in this ongoing dispute.

UAW officials have pointed out that the increased injury and illness rate at the Mapleton, Ill., and Mossville, Ill., plants is due to poor training.

"We've said all along that the company has forced these people into jobs for which they are not properly trained and prepared," said Jerry Brown, president of UAW Local 974. "We've heard a number of horror stories about accidents inside the shop and those stories are now confirmed by hard statistical evidence."

Federal law requires the company to keep a daily log of workplace illnesses and injuries and to make the log available on request to any employee. "We would have had the information sooner," Brown said, "but the corporate safety manager who's in charge of the records wasn't available to respond because he was out in a plant running a machine."

Given the health and safety crisis at the Caterpillar, "I think they'd better put him back on his regular job," Brown said.

Reported injuries and illnesses at Mapleton jumped from 21 in the four weeks before the strike to 40 in the four weeks after, a jump of 90 percent. During the same period at Mossville, reported injuries and illnesses more than doubled from 30 before the strike to 75 after the strike began.

"Now we can see the results of a frantic work pace imposed on an untrained work force. Cat executives are sacrificing the well-being of these people in a desperate attempt to break the union," Brown added.

The safety record explains why Caterpillar refused to let UAW representatives accompany an Occupational Safety and Health inspection in York, Pa., on July 15 and then refused to let OSHA itself investigate a chemical spill at the Peoria, Ill., facility, Brown said.

"Now we know why they don't want any safety inspections during the strike," Brown said. "Conditions are deplorable inside the plants and they don't want anyone to know about it."

The union will share immediately with OSHA information from the Caterpillar injury and illness logs, Brown said. OSHA has issued 70 citations against the company in the past two years.

Ultimately, the best way for Caterpillar to reduce the explosion of injuries and illnesses "is to settle this unfair labor practice strike and get experienced UAW members back on the job," Brown said.

Emergency board suspends rail dispute

President Clinton has named a presidential emergency board to help resolve the 47-day strike by the United Transportation Union at Soo Line Railroad.

While the three-member panel is investigating the dispute, UTU members and other rail union members who have been honoring the picket lines are returning to work.

The board, appointed Aug. 30, will issue recommendations for a settlement within 30 days, with a 30-day "cooling off period" to follow those recommendations.

The UTU was disappointed that an emergency board was named, stressing that it wanted to reach a negotiated settlement. "UTU deeply regrets that the intransigence of the company" resulted in the appointment of a board, the union said.

Panel members are David P. Twomey, a management professor at Boston College; Richard R. Kasher, an arbitrator and attorney; and Elizabeth Neumeier, former Flight Attendants counsel who also had worked at the Federal Labor Relations Authority. Twomey and Kasher have served on other emergency boards.

Some 1,100 UTU members — conductors, brakemen and yard workers — walked off the job July 14 in a dispute with the carrier over wages, health care benefits and crew size.

The strikers were backed by some 2,900 members of 16 other rail unions, many of whom faced carrier threats of permanent replacement and the union-busting strategy of Canadian Pacific Railway, Soo's parent. The Locomotive Engineers began returning to work Aug. 24.

Contract talks held in Washington, D.C., and Minneapolis — directed by the National Mediation Board — broke down the last week of August.

Prior to the appointment of the emergency board, UTU said it had stopped 90 percent of Soo Line's traffic. The dispute marks the longest rail strike in 16 years.

COMET puts power in Painters organizing

Delegates to the 27th Painters convention in Washington heralded the arrival of an intense COMET — Construction, Organizing, Membership, Education and Training.

Some 10,000 union members have completed training in the program, "our union's best tool to teach our members to believe in themselves and their abilities once again," said IBPAT President A. L. "Mike" Monroe.

COMET was praised by both AFL-CIO Secretary-Treasurer Thomas R. Donahue and AFL-CIO Building and Construction Trades Department President Robert A. Georgine, who noted that IBPAT is attacking the problem of organizing just as it should be, "with eyes wide open and by turning to our roots — organizing."

The building trades was seriously threatened in the 1970s and '80s and the spillover continues, said Jeff Grabelsky, director of the Construction Industry Program at Cornell University. "The vision of your union is truly electrifying and can possibly change the tide."

The union's participation in a Labor-Management Cooperation Fund with a committee of the Painting and Decorating Contractors of America was lauded by Jon Leuteneker, co-chair of the fund along with Monroe. The fund seeks to reduce conflict which in turn means greater prosperity for everyone, he said.

Carpenters President Sigurd Lucassen noted that the IBPAT's cooperative effort with the IBC provides benefits to both unions. The U.S. Housing and Urban Development agreement pairs the two unions working in unison on public works projects.

"More than $4 billion in public works projects is available should the HUD projects work out as planned, and that will mean a lot of work for both our unions," Lucassen added.

Delegates re-elected Monroe and Walter G. Raftery, secretary-treasurer, by acclamation.

Other speakers included Jake West, president of the Iron Workers; Margaret Browning, a member of the National Labor Relations Board; Knut Ringen, director of the Center to Protect Worker Rights; Guy Dumoulin, executive secretary of the Canadian Building and Construction Trades Department; and James O'Conner, secretary-treasurer of the Washington, D.C., building trades.

Productivity rises but U.S. workers don't show gain

By David Kameras

Americans are working longer and producing more, but have less and less to show for their efforts.

U.S. productivity in manufacturing increased substantially in 1993 as American workers continued to lead the world, according to the Bureau of Labor Statistics.

Of the countries reported by the Labor Department, only the United States and Canada had increases in both output and hours worked over the year. Manufacturing productivity in the United States rose 4.2 percent last year, the largest jump since 1987.

''This is a very hefty increase in American productivity,'' said AFL-CIO economist Bill Cunningham, who noted that unit labor costs in this country decreased by 0.6 percent during the same period. Unfortunately, that is because wages didn't rise as fast as productivity. Nor did producers use higher productivity to lower prices, he said.

The United States scored well above average in productivity among industrialized nations. Japan, whose economy is often depicted as a model for productivity growth, saw its productivity actually drop during the past two years.

Manufacturing productivity has continued its strong performance thus far in 1994, rising 5 percent in the first six months over the same period the previous year. Overall non-farm productivity was 3 percent higher.

However, while American workers are making more products, they are not necessarily making more money. Even though the United States has the highest Gross Domestic Product per worker, it ranks 10th globally in wages.

In 1993, the hourly compensation costs for manufacturing production workers in the United States was $16.79, lagging behind Japan, Austria, Belgium, Denmark, Netherlands, Norway, Sweden, Switzerland and Germany. Wages were $25.56 per hour in No. 1 Germany, or 152 percent of the U.S. average.

''Clearly, wages and productivity are not the cause of the huge U.S. trade deficit, '' Cunningham said. ''Unfair trade barriers imposed by foreign governments are the major problem preventing entry of American-made goods into foreign markets.''

With wages stagnant, workers are not receiving the benefits of their increased productivity while inflation continues to erode their purchasing power.

Just as working families had to add a second job a generation ago to keep pace with a fast-rising cost of living, more and more families are now resorting to third jobs to make ends meet. The United States leads the way in multiple job holders, Harvard University Economist Richard Freeman said.

In a change from earlier patterns, women now are almost as likely to be dual job holders as men, who once dominated the ''moonlighting'' sector. Both men and women nowadays usually combine full-time and part-time employment in their daily schedules.

''Our economy has become a treadmill,'' Cunningham said. ''Working people have to keep running faster just to stay in the same place. The failure of wages to rise in step with productivity is a major problem.''



Source: Bureau of Labor Statistics

Trade imbalance tilts farther Far East

The U.S. merchandise trade deficit continued to climb in June, reaching $13.1 billion and exceeding the revised $12.9 billion figure in May.

The cumulative deficit in goods for the first six months of 1994 was $70.6 billion, up from $55.6 billion in the first half of 1993.

Much of the shortfall came in trade with Japan, with the deficit widening from $4.4 billion to $5.5 billion, and with China, from $2.2 billion to $2.45 billion. The cumulative first-half goods deficit with Japan was $30.4 billion, and with China, $11.7 billion.

Last year, China and Japan together accounted for 71 percent of the total $116 billion U.S. merchandise trade deficit. The United States is on track for a $145 billion shortfall this year, the highest since it reached $152 billion in 1987.

''It is clear that the large and growing goods deficit with Japan is a primary concern,'' said AFL-CIO economist Gregory Woodhead, noting the general rule that 10,000 jobs are lost for each $1 billion in deficit trading.

''Tens of thousands of workers in such major U.S. industries as automobiles, tires, electrical and data processing, machinery and industrial products have seen their jobs disappear across the Pacific Ocean,'' he said.

Structural barriers supported by the government of Japan, combined with the existence of strong, interlinked networks of affiliated firms, called ''keiretsu,'' serve to block access to American goods, contributing to the trade deficit, Woodhead noted.

''Japan's 2.5 percent unemployment rate is no accident,'' Woodhead said. ''It's due in part to limitations on imports of manufactured goods.''

China has a commanding presence in clothing, footwear, textiles and toys — all exported to the U.S. market — and has made significant incursions in other industries as well.

While overall bilateral trade has expanded substantially, imports from Mexico are increasing at a faster rate than exports. While exports to Mexico increased from $21 billion in January-June of 1993 to $24.5 billion in the same period this year, imports also rose, from $19.4 billion to $23.4 billion.

An economic slowdown in Mexico has combined with the devaluation of the peso to slow down the import of U.S.-made goods. For the first half year of NAFTA, the cumulative trade surplus in goods fell to $1.1 billion, a 32 percent decrease over the same period in 1993.

At the same time, the merchandise trade deficit with Canada widened from $5.1 billion to $5.8 billion during the first six months of this year.

— David Kameras

Workers as paupers

Book finds grim picture behind jobless statistics

It's time to reconsider unemployment statistics, turning them into measures of joblessness and hardship, say the authors of a new book.

David Dembo and Ward Morehouse, writing in ''The Underbelly of the U.S. Economy: Joblessness and the Pauperization of Work in America,'' argue that the official unemployment rate, often used as a measure of the nation's economic health, is incomplete and inaccurate.

What should really be measured, they say, is joblessness and hardship. That means not only how many people are unemployed, but how long they're unemployed, and — if they're employed — whether they have a decent paycheck to live on.

The AFL-CIO has been making that point for years, noting whenever the official unemployment rate is announced that the rate does not cover workers who have become so discouraged that they drop out of the labor force, nor does it cover those working part time because they cannot get full-time work.

For example, the government said the July 1994 jobless rate was 6.1 percent, representing eight million people. But, adding the discouraged workers and the part-timers, the AFL-CIO reported a total of 14.3 million people were jobless or underemployed in July, about double the official figure.

Dembo and Morehouse found that is consistent with past history. Using Bureau of Labor Statistics figures, they report the final 1993 unemployment rate was 6.8 percent. Then they add in the part-time workers, many of whom work part-time because they can't find full-time jobs. And they add in the discouraged workers and they add in civilians not in the labor force who want jobs and can't find them — also reported to BLS surveyors.

And, they note, even the unemployment statistics lie. If you work only one hour in the previous week the data is collected, the government counts you as ''employed.''

With these additions, the U.S. jobless rate in 1993, a year when the economy was supposedly recovering, was 13.8 percent. And the jobless rate at the height, or depth, of the Bush administration recession, was 19 percent, not 10 percent.

''By far the greatest loss of jobs, 3.2 million (since 1979) has occurred in manufacturing,'' Dembo and Morehouse write. In manufacturing, 2.7 million jobs disappeared in the durable-goods sector alone. Those are jobs for workers who make things like cars and TV sets, ''where the highest-paying manufacturing jobs are located.''

''By contrast, the service-producing sector of the economy has increased, generating 23.8 million jobs'' since 1979. But three-fourths of those jobs, the authors write, ''were in the two lowest-paying categories of the service sector: retail trade and health and business services.'' There are now more workers in retail trade — the worst-paying sector of the economy — than in factories, the best.

What happened to factory workers who lost their jobs? Of the 3.2 million workers who lost full-time jobs from 1983-1988, 306,000 found part-time jobs, BLS found. Another 1.1 million — one-third — found full-time jobs at lower wages. The situation worsened in early 1990s: Half of the factory workers who lost their jobs from 1985-1989 found new jobs in later years, at lower pay.

What results, the authors say, is the ''pauperization of work,'' a widening gap between rich and poor, few opportunities for unionization — the service sector is mostly non-union — and a federal ''failure to track hardship.''

''America is in the midst of a major jobs crisis, the most serious since the Great Depression,'' they conclude. ''Incomplete and distorted measures. . . will not make it go away. Only by presenting a full and accurate picture of joblessness will it be possible to design and implement the steps necessary to resolve the crisis and offer every American willing and able to work a job at decent pay, and the self-esteem that goes with it.''

— Press Associates

Sony charged with violating Mexican workers' rights

By David Kameras

An official complaint by human rights groups has been lodged over worker rights violations at a Sony Corp. plant in Nuevo Larado, Mexico. It is the third charge brought under the terms of the North American Free Trade Agreement.

The complaint was filed with the Labor Department's National Administrative Office (NAO), which has scheduled hearings Sept. 12 on the other two complaints of worker rights violations. Those two were brought against Mexican subsidiaries of Honeywell and General Electric by the Teamsters and the unaffiliated United Electrical Workers, respectively.

Labor and community groups say they will continue to challenge U.S. companies abusing workers and flaunting environmental and safety laws in Mexico, using every means at their disposal, including the weak NAFTA side accord. The Steelworkers, meeting in convention in Las Vegas, established a committee to monitor the effects of NAFTA, especially the labor abuses in Mexico and the transfer of jobs from Canada and the United States to Mexico. The Texas AFL-CIO also has revived a committee to monitor conditions along the Mexican border.

Organized labor has charged that the trade agreement has been responsible for the loss of tens of thousands of U.S. jobs since it went into effect in January, as more U.S. companies have set up operations south of the border. Nearly 30,000 workers had applied for NAFTA trade assistance as of Aug. 1, although only 6,263 have been certified for aid by the Labor Department.

Four human rights groups — three based in the United States and one in Mexico — charged Aug. 12 that Sony Corp.'s Magneticos de Mexico subsidiary in Nuevo Laredo fired, demoted and harassed workers for union activities. The complaint also charges the Mexican government with not enforcing its labor laws.

The complaint was filed by the American Friends Service Committee, the Asociacion Nacional de Abogados Democraticos (National Association of Democratic Lawyers), the Coalition for Justice in the Maquiladoras and the International Labor Rights Education and Research Fund. It was the first submission by organizations based in Mexico as well as the United States.

The rights groups urged the NAO to hold public hearings, conduct an on-site investigation and take steps to ensure that Mexico will secure Sony's compliance with Mexican and international law, including reinstatement of unjustly dismissed workers.

Labor and community groups continue to challenge U.S. companies abusing workers and flaunting environmental and safety laws in Mexico, using every means at their disposal, including the weak NAFTA side accord.

The prospects for on-site investigations, however, has been dimmed by the NAO's decision in the GE and Honeywell cases to hold its hearings in Washington, D.C., a decision IBT President Ron Carey said "makes it impossible for the agency to hear direct testimony from dozens of fired Mexican workers whose rights were violated."

The 15-year-old Sony operation, which produces computer disks and video and audiocassette tapes, employs 1,700 workers, 80 percent of whom are women.

Since the beginning of the year, Sony has attempted to suppress employees seeking greater union democracy and challenging the company's violations of Mexican labor law. A majority of the Sony workers are required to work more hours than allowed under law, as well as full-time work on Saturdays and Sundays. National holidays also are suspended for many employees.

Workers also have been subjected to beatings by riot police and interference with union delegate elections.

At the GE subsidiary in Juarez, the Compania Armadora (CASA) motor plant, a secret-ballot election for independent union representation Aug. 24 was stymied by intimidation tactics, promises to reinstate benefits and threats of plant closure and job loss. The workers voted 914-159 against the metalworkers' union, STIMAHCS.

STIMAHCS had won the right to a secret-ballot election, believed to be the first ever in Mexico, after threatening to call a strike Aug. 24 if management refused to recognize the union and resisted negotiating a contract.

"The vast majority of the workers at CASA supported the union at the time General Electric entered into the election agreement," said Benedicto Martinez, general secretary of STIMAHCS. "GE wants to be able to claim credit for a secret ballot election while destroying the conditions that would allow workers to freely make up their minds."

STIMAHCS, an affiliate of the Independent Frente Authentico del Trabajo (Authentic Worker's Front), has been seeking a 25 percent wage increase and improvements in benefits at the plant, which employs 1,200 workers.

NEWSMAKERS

Steve Schlossberg, director of the International Labor Organization's Washington office for the past seven years, retired Aug. 31. Schlossberg served for 20 years as UAW general counsel and director of government affairs.

David Kameras has joined the staff of the AFL-CIO News as an assistant editor. Kameras was public relations coordinator for the Transportation Institute, serving labor and management in the maritime industry. He previously worked as a Capitol Hill press officer and has a masters degree in journalism from the University of Iowa.

DEATH

Leonard Lesser, former member of the AFL-CIO legal staff, died of cancer Aug. 24 in Washington.

A native of New York City and graduate of Harvard Law School, Lesser became counsel in the UAW Social Security Department in 1949. He worked in the office of the general counsel of the newly formed AFL-CIO, later serving as a special assistant to UAW President Walter Reuther and adviser to the federation's Industrial Union Department.

In 1968, Lesser helped found the Center for Community Change, a non-profit organization that supports community groups around the country. He served as an officer of that group until his death.

Survivors include two children, Susan Leighton of Washington and Thomas Lesser of Conway, Mass., and three grandchildren.

CLARIFICATION

A Marine Engineers election item in Newsmakers Aug. 22 failed to note that there are two groups using the name National Marine Engineers Beneficial Association (NMEBA). The group not mentioned in that item recognizes Joel E. Bem as president and Mark A. Zalenski as secretary-treasurer. An ongoing dispute in the union compels the AFL-CIO to acknowledge both groups.

RESOURCES

The Child Labor Coalition is sponsoring a conference on **Child Labor** Sept. 18-19 at the Dupont Plaza Hotel in Washington. The conference fee is $75. Contact the National Consumers League, 815 15th St. N.W., Suite 928-N, Washington, D.C. 20005, FAX 202/737-2164.



Bill Burke/Page One Photography

Patrick O'Farrell, executive director of the AFL-CIO's African American Labor Center, addresses some 200 trade union demonstrators outside the Nigerian embassy. The marchers protested the illegal removal of Nigeria's top trade union leaders and the detention of the elected president by the ruling military junta. Service Employees President John Sweeney, along with O'Farrell and Joslyn Williams, president of the Metropolitan Washington AFL-CIO, delivered a letter from AFL-CIO President Lane Kirkland calling for the restoration of democracy in Nigeria.

AFL-CIO: End Indonesia's trade privileges

Charging that the U.S. government is subsidizing the abuse of Indonesian workers, the AFL-CIO has called for the immediate termination of Indonesia's trade privileges under the Generalized System of Preferences (GSP), an aid program that allows developing nations to export goods to the U.S. market duty-free.

The latest in a long list of worker rights abuses by the Indonesian government occurred Aug. 13 with the arrest of Muchtar Pakpahan, national leader of the SBSI, the only labor organization in the country not controlled by the government. He is charged with involvement in violence that actually was provoked by the military at a peaceful labor demonstration in April, when Pakpahan was on another island.

In March, the body of a young labor activist was found floating in the Deli River. Two months later, the tortured body of another trade union leader was found floating in a waste pond near the factory where she worked. Neither case appears to have been properly investigated by authorities.

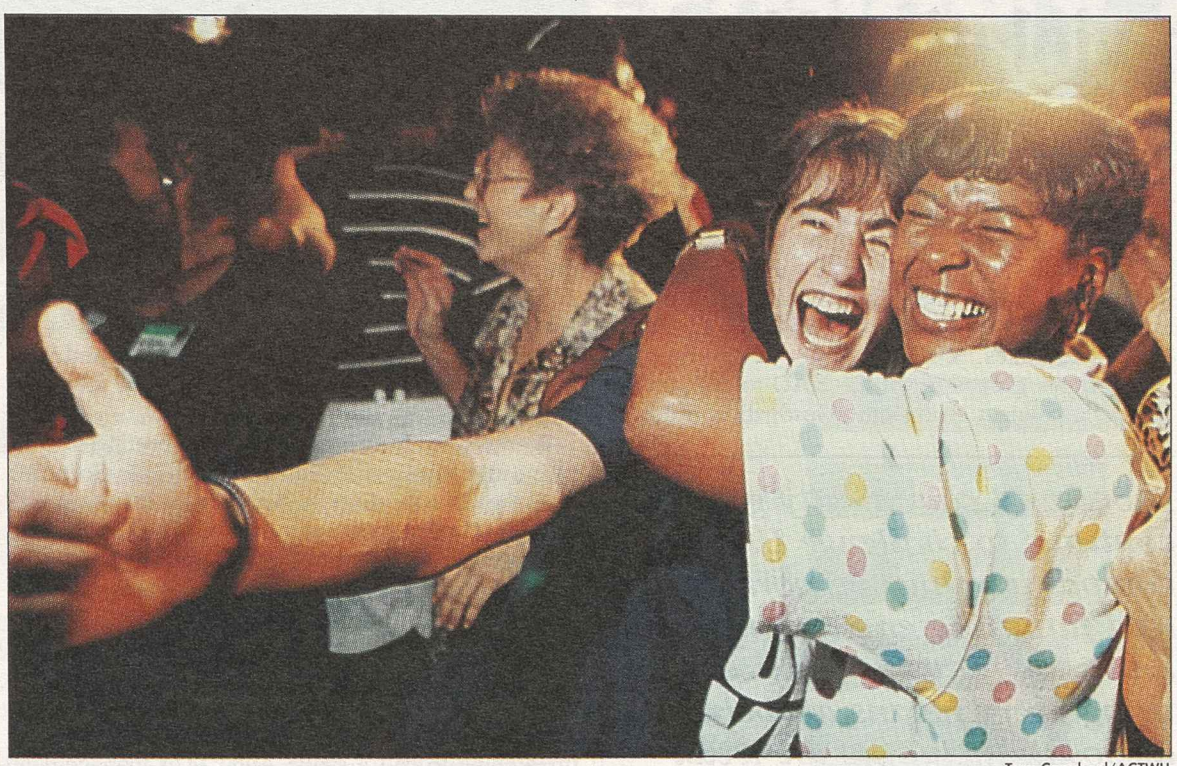
"U.S. citizens agreed to this trade subsidy — not as welfare for multinational corporations or to help bankroll dictators — but so that we might give a hand up to working men and women in some of the poorest countries on earth," AFL-CIO President Lane Kirkland said. "To ensure this, Congress has mandated that every nation with GSP must adhere to internationally recognized worker rights standards.

It is time for the U.S. government to stop pretending that Indonesia's rulers are meeting these conditions," he said.

The Clinton administration announced in February that it was "suspending" a GSP review of Indonesia for six months, so that it could pursue reform through less public channels. Those six months are now ending, amid reports of severely deteriorating labor conditions.

"Pakpahan's arrest is a transparent attempt to crush the SBSI, silence Indonesian workers' only independent voice, and protect the power and the profits of those who would abuse them," Kirkland said. "How much more evidence does the U.S. government need?"

President Clinton is expected to attend the November Asia Pacific Economic Cooperation (APEC) summit, which will be hosted by Indonesia. The U.S. Embassy in Jakarta said the administration will not raise the issue of worker rights during the summit because it would be "inappropriate."



Tom Copeland/ACTWU

Union supporters join in the celebration after workers voted for the Clothing and Textile Workers.

ACTWU innovations give voice to 2,300

Continued from Page 1

''There was a very positive response to the idea of organizing,'' Westwater said, as workers sought a voice on the job and some control over their future.

Because the wage cuts and other issues were strongly felt in the community, the organizing drive gained considerable community backing this time around, said Michael Zucker, ACTWU's corporate campaign director.

Martinsville is a small city, with about 15,000 people, and Tultex is the last of the larger, locally controlled companies, so ''everybody knew about the massive wage cuts and how they were affecting families in a big way,'' he said.

The community responded to the organizing drive as part of an effort to change the way the town is run, Zucker added.

In past campaigns, many community leaders tried to stop the organizing effort, mainly to ensure that wages in the Martinsville area remained low.

But things were different this time.

Workers and organizers met with individual church, civic and other community leaders, and brainstormed about how they could encourage the union effort.

''We collected 1,400 signatures of community supporters and ran the list in a double-page ad in the local newspaper,'' Westwater said. The ad stressed that community leaders supported the union campaign ''because we need better jobs in Martinsville.''

The support group also held two news conferences backing the campaign, and 100 supporters turned out to distribute leaflets and literature at the plant gates.

Meanwhile, Tultex tried to do what it did in the past — overwhelm workers with scare tactics and an inside campaign of harassment and captive audience meetings. But the workers remained strong, Zucker said.

In contrast to the union effort, the company's attempt to build community support for its position failed miserably, Zucker noted. A news conference organized by Tultex produced just 15 participants, with fewer than half admitting to supporting the company.

Zucker credits a ''tremendous group of workers in the plant, who showed courage and leadership'' with actually winning the campaign. Graduates and trainees from the AFL-CIO Organizing Institute also were a big help, he said.

Another important element of the campaign — and a new tool for organizing — was workers' use of a local cable channel to spread their message throughout the community.

Zucker noted that using the local station gave union supporters the ability to respond quickly to company misinformation and tactics, and to talk about what unions do and how they work.

''The campaign was a very public one, due in part to both sides' use of the local cable television channel. A camera was set up in the parking lot so workers could talk directly to the community,'' Westwater said.

The Tultex win was ACTWU's 15th organizing victory over the past 20 months in the southeast United States, covering some 6,000 workers.

Unions keep on battling for real health reform

Continued from Page 1

''Under the Senate proposal, employers and employees would be better off if they dropped group health benefits and employees purchased health benefits and employers purchased health coverage on their own — in an entirely new and unorganized health care insurance market,'' said Kirkland. ''That may be an attractive idea to insurance providers, but it would create enormous confusion for consumers and would likely reduce overall coverage.''

The AFL-CIO said the House Democratic leadership plan, drawn up by Majority Leader Richard A. Gephardt (D-Mo.), comes closest to meeting the federation's principles for health care reform. The Gephardt bill offers universal coverage financed by an 80/20 employer-employee health benefits split.

In a Labor Day roundtable discussion with reporters Aug. 31, Kirkland praised President Clinton's leadership in the health care reform campaign, saying any problem lies in the ''misrepresentation by these interest groups that want to prevent any action . . . and those in the Congress who respond to their interest.''

He said Congress could address some ''fragmentary or partial approaches to the real problems that exist out there, if it is not described as health care reform.'' Providing prenatal care, for example, might have a value in and of itself, ''but in no sense does it address the real problem of the crisis in health care.''

Rather than accept an approach such as that put forward ''by that group that is self-titled the 'Mainstream Coalition,' we would rather fight again another day,'' he said. ''We would not accept or support that.''

AFL-CIO Legislative Director Robert M. McGlotten predicted a continuation of collective bargaining difficulties if Congress fails at the task of comprehensive reform.

The House and Senate are in recess until Sept. 12. ''We must take advantage of the opportunity provided by the recess to influence Congress both to accomplish our objectives and to guard against harmful alternative proposals,'' McGlotten said.

In addition to supporting the Gephardt approach, union members should stress in their talks with House members that the Rowland/Bilirakis bill would hurt middle-class Americans, McGlotten said.

''It is equally important that workers and their families tell the Senate to reject the so-called ''Mainstream Coalition'' plan,'' said McGlotten.

Union members can use the toll-free 1-800-9-CARE-94 Capitol switchboard number, promote the use of cellular phones, pay phones or phones at work stations and use Labor Day events to focus on the need for health care reform.

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AFL-CIO NEWS

VOLUME 39, NUMBER 20 SEPTEMBER 19, 1994



Unions practice and perfect the joint training programs that are seen as key to U.S. worker job security and productivity. **See FOCUS, Pages 6-7.**

Donahue: Protect worker rights, overhaul law

By James B. Parks

Current labor laws foster conflict, stifle cooperation and thwart effective collective bargaining, providing ample reasons for a complete legal overhaul, the AFL-CIO told a blue-ribbon federal panel.

''Mere tinkering with the National Labor Relations Act's rules, procedures and remedies will not suffice,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue told the President's Commission on the Future of Worker-Management Relations, known as the Dunlop Commission.

''Experience shows that these rules and remedies no longer encourage collective bargaining and no longer protect the exercise by workers of full freedom of association.

''Nothing less than a fundamental reworking of the NLRA will make representation accessible to all workers and nothing less will enable employees to participate on an equal basis through collective bargaining in the decisions which critically affect their working lives,'' Donahue said.

''The NLRA's premise is that union organization is entirely compatible with every legitimate employer prerogative and with sound and efficient production,'' Donahue said. But that idea has been lost to a mentality of ''one side has to lose'' in worker representation elections.

''There is an overriding national interest in assuring fair and decent labor standards,'' Donahue said, ''and the collective bargaining system is the surest means to that end that does not require further government regulation.''

At the least, there should be stronger penalties for unfair labor practices, Donahue said, along with swifter election procedures and fairer access for union organizers.

Donahue provided a long list of proposed changes in the NLRA, but in his testimony focused particularly on two areas: card-check recognition and first-contract arbitration.

If enough workers have signed the union cards, the long, drawn-out election process serves only to give employers a chance to change votes, he said. The first-contract remedy, used in Canada, would prevent workers from forming a union and never getting a contract, as now happens in many cases.

These changes, along with fairer access to the work force for union organizers and other suggested revisions would ''breathe new life into the policy'' of the NLRA, Donahue said.

Continued on Page 2



The Pierce Studio/IAM

President Clinton paid tribute on Labor Day to the Machinists and management at Bath Iron Works, who recently agreed to an innovative contract that calls for joint decision making throughout the shipyard. As Clinton, Sen. George Mitchell (D-Maine) and AFL-CIO Secretary-Treasurer Thomas R. Donahue stand by, IAM President George Kourpias greets an overflow crowd that turned out in a driving rain.

NLRB pursues injunctive relief against Sprint

'Staggering misconduct' merits unusual remedy

By Candice Johnson

The National Labor Relations Board's general counsel will seek a court order requiring Sprint Corp. to reopen Sprint/La Conexion Familiar and reinstate the workers fired in the midst of an organizing drive.

In a formal complaint, NLRB General Counsel Fred Feinstein charged that Sprint illegally shut down the site to block an organizing campaign by the Communications Workers. Sprint employed 235 workers in a telemarketing operation for the Spanish-speaking community in San Francisco.

Sprint shut down La Conexion Familiar on July 14, just eight days before workers were set to vote on union representation. Seventy percent of the workers eligible to vote had petitioned the NLRB to hold the election.

Following the shutdown, CWA called on the NLRB to reopen the office by seeking an injunction under Section 10j of the National Labor Relations Act. Under that section of labor law, the board could obtain an injunction from a federal district court to grant temporary relief to restore the status quo pending resolution of unfair labor practices.

The Sprint workers learned the details of the NLRB general counsel's action at a combined union meeting and news conference held by CWA in San Francisco Sept. 12.

The general counsel must take the issue before the full board for approval, then can petition for a hearing date in federal district court. The judge hearing the case has 48 hours to make a determination, with the tight timetable designed to fashion a remedy before irreparable damage has occurred.

The NLRB complaint was filed following a seven-week inquiry, during which board investigators uncovered more than 50 federal labor law violations committed by Sprint managers during the organizing campaign. During the investigation, board officials took sworn statements from more than 50 witnesses and reviewed evidence in several locations.

Violations uncovered included repeated threats by

Continued on Page 8

Federal partnership wins union plaudits

By Sharolyn A. Rosier

Government Employees President John N. Sturdivant hailed the first year of Vice President Gore's ''reinventing government'' initiative.

Sturdivant and leaders of other federal unions agreed, however, that the labor-management partnerships begun with President Clinton's executive order last year must be buttressed by legislation to reform the civil service system.

While the AFGE is proud of what federal workers have accomplished in just one year on behalf of the American taxpayer, legislation and ''congressional muscle'' are needed to support the goals of reinvention, Sturdivant said.

Vice President Gore celebrated the anniversary of the initiative Sept. 14, providing statistics that showed the ways the federal bureaucracy had been streamlined and government services provided more efficiently.

One year later, 90 percent of the NPR's recommendations are under way through administrative action, separate legislation and the 1995 budget process, according to Gore's 127-page report card.

''We've worked hard to turn the National Performance Review into reality,'' he said. ''But this is only the first in what we promise will be many installments towards the goal of a government that works better and costs less.''

Gore touted a savings of $47 billion to American taxpayers out of a total of $108 billion in proposed savings over five years as a result of reinvention initiatives and a reduction in the federal work force of 71,000 full-time positions out of 272,000 over five years.

Continued on Page 12

ORGANIZING

CWA adds 400 printers

Some 400 members of the Independent Printers and Bindery Workers Union are now members of the Communications Workers. By a 229-46 count, workers at Mack Printing Co. in Easton, Pa., voted to take their unaffiliated union into CWA's printing, publishing and media workers sector.

A second Mack operation in East Stroudsburg, Pa., has been represented by CWA Local 943 for several years. Another plant in Ephrata, Pa., is not yet organized.

Two unions gain in N.C.

The National Labor Relations Board has certified the results of a June 1993 election at Lundy Packing in Clinton, N.C., in which workers voted for union representation.

Food and Commercial Workers Local 204 and Operating Engineers Local 465 will jointly represent the 660 production and maintenance workers at the plant.

In June 1993, workers had voted 318-309 for union representation, but an NLRB regional director ruled that lab technicians, temporary management trainees and engineers should be included in the unit. Last month, more than 15 months later, the full board reversed that decision, noting that these workers do not share a ''community of interest'' with production and maintenance workers and should not be included in the unit.

Key issues at the plant are safety and health concerns — with a quarter of the workers exposed to a rare bacterial disease — and health and pension plans.

Laborers score at track

Parimutuel clerks at four horse-racing tracks in Miami voted to join an affiliate of the Laborers, Sports Arena Employees Local 137.

The union now represents 350 workers at Hialeah, Gulfstream, Calder and Tropical Park racetracks. LIUNA also represents nearly 3,000 workers in the industry, including clerks at horse racing and other facilities in New Jersey and Pennsylvania.

AFGE grand at canyon

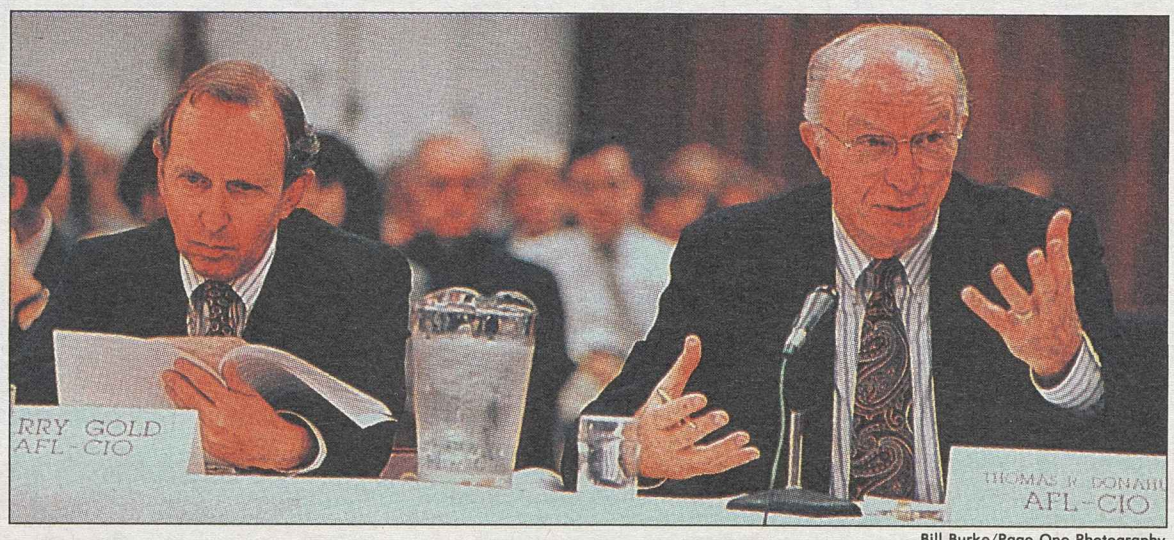
The Government Employees were chosen as the bargaining agent for some 248 National Park Service Employees who work as rangers, labor technicians, maintenance workers, forestry and museum technicians and motor vehicle operators at the Grand Canyon.

The 78-62 vote came in a runoff against ''no union'' after the unaffiliated National Federation of Federal Employees was eliminated.

Rubber Workers win rerun

Workers at Westek, Inc., a manufacturer of tire components in Thomaston, Ga., voted 418-334 to join the Rubber Workers.

The rerun election followed a 1992 campaign that was voided because of company violations.



Bill Burke/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue, right, testifies with General Counsel Laurence Gold.

Total labor law overhaul urged

Continued from Page 1

From the beginning, the employer holds all the power in representation elections, Donahue said. They weed out any union sympathizers among job applicants and constantly push anti-union propaganda through captive audience meetings, he said.

At the same time, employers legally limit union organizers' access to the workplace, turning ''organizing into a subterranean activity.''

''Union organizers should be permitted complete access to public and other non-working areas within the workplace to meet with employees during the non-working time,'' he said. ''And union organizers also should be given a reasonable opportunity to attend employee meetings to address the employee group.''

Because companies also have the power to settle scores with workers who choose a union, it is easy to create fear during the campaign, Donahue said, effectively denying employees their right to freely decide whether or not to join a union.

The unnecessary bitterness of winner-take-all elections — which Donahue compared to having a fistfight with someone you just met on the street — poisons the relationship between labor and management from the beginning and prevents the cooperative relationship needed to enhance productivity, he said.

Some of that bitterness could be erased by assuring workers who choose a union that they would get a fair first collective bargaining contract. Requiring arbitration as a last resort for issues that cannot be resolved in first contracts would force both sides to reach agreement.

Arbitration should not be a remedy for bad-faith bargaining, Donahue cautioned, but rather a guarantee to workers thinking about a union that the employer will not retaliate against them by deliberately not reaching agreement on a contract.

A card-check system would greatly alleviate the adversarial relationship, Donahue said, by changing the ''zero-sum game'' played out in union elections where one side must win and the other must be rejected.

Card authorizations were the norm in the first years after the NLRA was passed, he said, and are still allowed under the rules. But the decision on whether to allow it now belongs to employers. ''The employee decision as to whether to have a bargaining representative is just that — a decision for employees to make. Employees are fully competent to make that decision on their own,'' he said.

Donahue also proposed a variety of other changes, including:

- Expanding coverage of the act to include new groups of workers.
- Eliminating delays and reducing costs in representation elections.
- Creating stronger penalties for employers who violate the NLRA during elections.
- Creating new mechanisms to redress the imbalance in power in negotiations.
- Ending double breasting and enforcing pre-hire agreements.
- Providing protection for contingent workers.
- Repealing laws that prevent union security agreements.

The commission, chaired by former Labor Secretary John T. Dunlop, issued a fact-finding report on June 2 and will conduct two more hearings before making its recommendations in late 1994.

NFL players' score comes 7 years later

The National Football League players will get their back pay — just a few days short of seven years after the team owners' 1987 unfair labor practice.

The seven-year delay could have been longer if the owners had not abandoned their right to even more delay via appeal in federal court and put the back pay in escrow in January 1993. It took the National Labor Relations Board from October 1987 until September 1992 to exhaust its procedures in determining an unfair labor practice.

Gene Upshaw, an AFL-CIO vice president and head of the National Football League Players Association, said the $30 million back-pay award should be dispensed to some 1,300 eligible players by about Oct. 1.

The settlement involved the games of Oct. 18, 1987, when owners discriminated against union members ready to return to work on a Friday in favor of scabs who could be signed as late as Saturday. Replacement workers were used for three games before the players ended their strike and returned to work without a contract.

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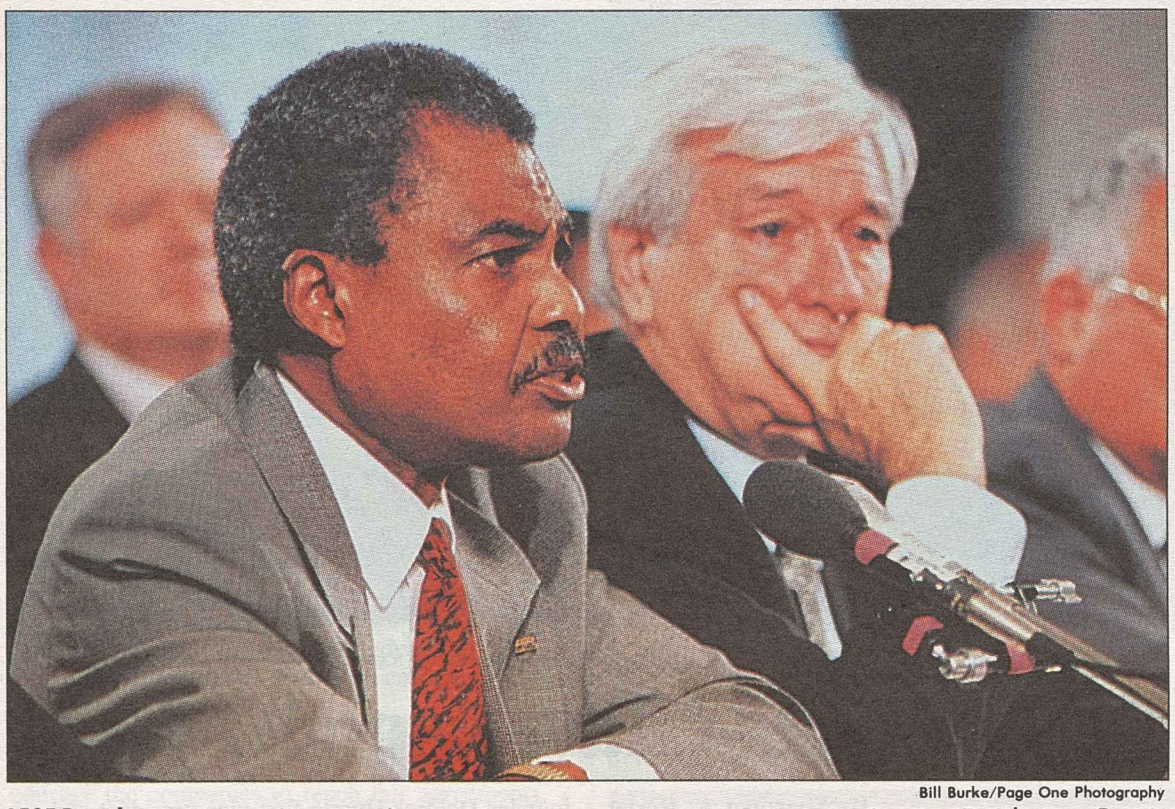
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John T. Joyce
Gene Upshaw
Jack Sheinkman
Moe Biller
Richard L. Trumka
Michael Sacco
Frank Hurt
Douglas H. Dority
Wayne E. Glenn
Vincent R. Sombrotto
Marvin J. Boede
Morton Bahr
Jay Mazur
John J. Barry
George J. Kourpias
Frank Hanley
Ron Carey
Linda Chavez-Thompson
George F. Becker



Bill Burke/Page One Photography

AFGE President John Sturdivant and Letter Carriers President Vincent Sombrotto urge the President's Bipartisan Commission on Entitlement and Tax Reform not to punch holes in the nation's social net, and especially not to single out federal retirement programs. Service Employees President John J. Sweeney also submitted a statement warning against further cuts in Medicare and Medicaid. He called for controlling, not just shifting federal health care costs.

Congress has full plate for final weeks

Politics may stymie action on labor-backed measures

By Mike Hall

With less than three weeks left on its calendar, Congress still faces a long list of unfinished business. Prospects have been diminished by Republican leaders loathe to allow Democrats or President Clinton any sort of legislative victory before the fall elections.

Still, several labor-related bills may have some chance of seeing action before adjournment.

It remains unclear if Congress will act this year on implementing legislation for the General Agreement on Tariffs and Trade, which is opposed by the AFL-CIO because it would cause economic disruption and job loss for American workers and their families.

The legislation implementing the treaty has yet to be submitted, although both the House Ways and Means and the Senate Finance committees have conducted mock mark-ups. The Clinton administration apparently has abandoned its efforts to gain ''fast-track'' negotiating authority as part of the legislation.

ERISA pre-emption

ERISA pre-emption legislation, S. 1580, has been passed by the House and reported out by the Senate Labor and Human Resources Committee. The bill has bipartisan support.

S. 1580 is strongly backed by the AFL-CIO and is of special importance to the building trades. It would set aside several rulings by Reagan-era federal judges who interpreted the federal Employment Retirement Income Security Act of 1974 (ERISA) to allow employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws.

The measure clarifies that Congress' intent was not to pre-empt those types of state laws so the legislation would, in effect, overturn those court decisions. If those rulings are allowed to stand, they could have a devastating impact on tens of thousands of construction and other jobs now contracted for by states.

Job creation measures

Two major pieces of legislation that could create tens of thousands of jobs also are ready for floor action but could face stiff opposition.

In the Senate, a bill that would create up to half a million highway construction and related jobs is expected to come to a vote. S. 1987 would designate some 160,000 miles of roadways as part of a National Highway System. The House passed a similar bill in May.

The House is poised to renew the battle over Davis-Bacon prevailing wage regulations in the Superfund legislation (H.R. 3800), which is aimed at environmental and hazardous waste clean-up projects around the nation. While both houses have upheld Davis-Bacon requirements for federally funded jobs in several recent votes, opponents of prevailing wage laws can be counted on to keep attacking Davis-Bacon through every available bill.

The AFL-CIO hoped those constant battles could be averted by reform of the Davis-Bacon Act (H.R. 1231 and S. 2328), which is backed by the Clinton administration and has been reported out by House and Senate committees. But it now faces dim prospects of enactment in this Congress.

All 14 fiscal year 1995 appropriations bills are expected to be finished before adjournment. The bills provide the actual funds for thousands of federal programs, including many labor-backed projects.

New technology and training

The House and Senate are now in conference over the Elementary and Secondary Schools reauthorization bill (S. 1513 and H.R. 6), which includes provisions of another labor-backed bill (S. 1020) designed to bring about worker and union involvement in new workplace technology and high-tech job skills.

The legislation would allow the Department of Labor to provide grants to unions, educational institutions and other organizations to develop a wide range of programs and practices to improve technological skills and workplace technology.

Also in conference is the AFL-CIO-backed National Competitiveness Act (H.R. 820 and S. 4), which would enhance the competitiveness of U.S. companies by increasing access to advanced manufacturing technologies.

On the waiting list

Several other labor-oriented bills have passed one chamber and are awaiting action, but it appears uncertain if they will be taken up before adjournment.

The House passed an AFL-CIO-backed black lung benefits reform bill (H.R. 2108) in May, but the bill appears stalled at the committee level in the Senate. The legislation streamlines the application process and eliminates many unfair barriers faced by applicants and their survivors before they can secure benefits.

A major maritime reform bill that would provide subsidies for American shipbuilders and ship operators also won House approval but faces opposition in the Senate over certain tax provisions.

Other bills that have some possibility to see floor action include AFL-CIO-backed pension reform legislation (H.R. 3396 and S. 1780) and the Re-Employment Act (H.R. 4040 and S. 1951). A vote also may come on unfunded mandate legislation (S. 993), which the AFL-CIO opposes.

Unions on guard as health care options dwindle

By Muriel H. Cooper

While it appears there is no Senate majority for comprehensive health care reform, union members still have a lot at stake during the final days of this legislative session.

''The decisions and actions taken by the Congress in these upcoming few weeks will be crucial in determining whether any form of health care legislation should pass this year and what sort of legacy is left for continued efforts to pass comprehensive reform in the next Congress,'' said AFL-CIO Legislative Director Robert M. McGlotten.

Congress is expected to adjourn before the middle of October in the usual election year rush to get home and campaign.

The AFL-CIO still supports comprehensive reform, continuing an advocacy of affordable, universal health coverage for all Americans that dates back 60 years and was intensified in the 1990s by the tremendous burden put on collective bargaining by health care costs and employer wishes to dump those cost increases on workers.

Unionists and health care advocates have spent the better part of this year crisscrossing the country campaigning for real reform that includes an employer mandate, cost containment and no taxation of health benefits.

The hard-fought effort included some traditional and some innovative outreach tools, like a U.S. Capitol 800 telephone number, the use of cellular phones and letter-writing campaigns conducted from work sites and union halls, which were successful in keeping the issue on the front burner.

What was left before the Senate when it came back from August recess one week after Labor Day was the so-called ''Mainstream Coalition'' proposal, which is completely and actively opposed by the AFL-CIO. The bill would wipe out a large portion of the current employer-based system and seriously damage many health plans that unionists have fought hard to achieve.

The federation also is monitoring talks in both the Senate and the House that discuss health care programs for pregnant women and children and a small start of long-term care.

''Our intent will be to evaluate and provide input to all serious proposals put forth and to prevent passage of any proposals that would ultimately do harm to our members' existing health care coverage,'' said McGlotten.

House Majority Leader Richard A. Gephardt (D-Mo.) offered a proposal in early August that comes closest to addressing labor's principles for reform.

The current Gephardt bill offers universal coverage financed by an employer mandate, keeping in the tradition in which most Americans receive their health benefits.

The Senate may begin voting this week. Unionists should continue to call the 1-800-9-CARE-94 Capitol switchboard number and voice their concerns. The hotline has been an effective yardstick in measuring support for real reform.

Mid-July through mid-August was perhaps the busiest in the history of the congressional switchboard. Unionists logged more than 19,000 calls, faring better in areas where the toll-free number was routed directly to key Senate offices, receiving a 65 percent call completion rate.

Workers cannot continue giving up wages and other benefits to meet the continual escalating costs of health insurance AFL-CIO Secretary-Treasurer Thomas R. Donahue said on Labor Day in an appearance with President Clinton in Bath, Maine. ''Any health care plan that pretends to be a reform plan but doesn't address cost containment doesn't deserve the reform label,'' he said.

In California, the health care debate has shifted to a state ballot initiative, Proposition 186, which would create a single-payer medical system for the state. ''A decisive vote for a government-operated health program in California will provide an irreversible boost to eventual national health care reform,'' said Service Employees Health Care Division Director Mary Kay Henry.

OCAW pledges major initiative for organizing

Denver

Delegates to the Oil, Chemical and Atomic Workers convention expanded the union's organizing program and voted the resources to carry out that mission.

The 500 convention delegates outlined a comprehensive strategy, including the development of new, effective organizing techniques and the establishment of a cadre of organizers to "expand the quantity and quality of organizing."

Local unions, in partnership with the international, can "contribute to the effort with organizing leads, 'adopt-a-shop targeting,' appropriate cooperation with independent unions in the area and participation in organizing by member volunteers," the convention said.

To fund the effort, delegates allocated 15 cents from the 25-cent per capita increase for the defense fund that was adopted in 1991. OCAW President Robert E. Wages was authorized to shift staff to the program, and local unions and district councils also were encouraged to allocate new resources to organizing.

Wages told delegates that an all-out commitment to organizing was key to "building a movement."

Unions that have been successful in organizing have shown "a commitment to it through funding and through reaching out to wherever they can find people in the union willing to train and willing to sacrifice for organizing," he declared.

Wages noted that OCAW has begun that process, with a number of members slated to attend AFL-CIO Organizing Institute programs, and separate sessions devoted to organizing techniques and campaigns.

Wages, Secretary-Treasurer Ernest J. Rouselle and Vice President L. Calvin Moore were re-elected to three-year terms. James K. Phillips Jr. was elected second vice president, succeeding Paul T. Lindgren, who did not seek re-election.

Delegates voiced strong support for a national health insurance plan as the system "that would best serve all people in this country," and pledged to continue efforts to promote the single-payer initiative in California, as well as similar efforts in other states. Among the convention speakers were Sen. Paul Wellstone (D-Minn.), a primary congressional sponsor of single-payer health care, and consumer advocate Ralph Nader.

In other resolutions, delegates called on Congress to reject the Generalized Agreement on Tariffs and Trade (GATT); outlined a unionwide effort to work to eliminate racism in the workplace and reaffirmed support for Labor Party Advocates and urged local union participation in a founding convention of a labor party in 1995.

The convention opened with the unveiling of a 50-foot mural depicting the history of the union and reflecting the theme of "keeping the dream by organizing for the future." The mural was created by New Jersey artist Mike Alewitz.



UFW photo

UFW delegates demonstrate support for California gubernatorial candidate Kathleen Brown.

UFW evokes Chavez spirit, work

By Sharolyn A. Rosier

Delegates and speakers at the Farm Workers convention in Fresno, Calif., celebrated the life of union founder Cesar Chavez while rededicating the UFW to the campaign of human dignity that Chavez championed.

"The sense of loss we feel will not be eased for a long time to come," said UFW President Arturo Rodriguez. "Yet all of us have a duty to Cesar's memory and to the farm workers we serve to continue the work he began among us."

Housing and Urban Development Secretary Henry Cisneros told the delegates about a new federal program that will provide $15 million for farm workers' housing. Approximately one-third of the nation's 1.2 million farm workers live in substandard housing, a situation that Chavez fought to repair.

"The time has passed where we can tolerate having people live in the circumstances some of you live in," he said, adding that the program would go into effect as soon as Congress permits HUD to fund rural projects.

The program will be administered by HUD with the help of the National Farm Workers Service Center, a non-profit group affiliated with the UFW that provides social services, including vocational training, a medical clinic and housing to farm workers.

Delegates unanimously elected Rodriguez to succeed Chavez, who died unexpectedly of natural causes on April 23, 1993. Rodriguez was chosen by the union's board to fill Chavez's unexpired term.

Following a year of planning, Rodriguez kicked off a renewed field organizing campaign that since May has seen the UFW win seven state-supervised union representation elections covering 1,350 farm workers.

The UFW has negotiated two new contracts covering about 500 workers and renegotiated 11 other pacts affecting nearly 1,500 field laborers. More than 12,000 UFW members at another 37 farms are also negotiating with growers for union contracts.

Delegates also unanimously elected UFW co-founder Dolores Huerta first vice president and expanded the union's board with the election of two new vice presidents — Rebecca Flores Harrington, the union's Texas state director, and UFW organizer Efren Barajas.

Jim Baker, assistant to AFL-CIO President Lane Kirkland, told the delegates that Chavez left a legacy of hope for all workers. "His life is symbolic of what is best about America," he said. "He never abandoned hope, but was always confident that the struggle would continue and that it would be successful."

Baker also assured the delegates the AFL-CIO would stand beside the UFW in its campaigns, including its efforts to defeat California Proposition 187, which would require medical and educational workers to report illegal immigrants and their families.

Noting that Chavez has taken a place among the giants in labor history, Mine Workers President Richard L. Trumka told the delegates they must remind everyone what the labor movement has done for them. "For the eight-hour day, workers' compensation, pension funds and health insurance. . .thank labor," he said.

John Henning, executive secretary-treasurer of the California AFL-CIO, recalled the personal and professional lessons learned from Chavez. "With all of his great achievements, never once did I hear this man talk of what he had done, it was always what the union had done."

Delegates passed a resolution blasting Proposition 187 and also endorsed several candidates in California, including Kathleen Brown for governor, Gray Davis for lieutenant governor and Art Torres for insurance commissioner.

Other convention speakers included Torres; California Assembly Speaker Willie Brown; Richard Alatorre, Los Angeles city councilman; Maria Elena Durazo, president of Hotel Employees and Restaurant Employees Local 11; Hilda Solis, assemblywoman; Sid Ryan, vice president of the Canadian Union of Public Employees; and Bill Lockyer, president pro tempore of the California State Senate.

Campaign against garment sweatshops gets strong U.S. push

By Muriel H. Cooper

In an effort to end widespread wage violations in the garment industry, the Department of Labor is adding the threat of litigation against major clothing companies and their suppliers to ensure that employers comply with minimum wage and overtime laws.

Flagrant violations of wage-and-hour laws, such as failure to pay minimum wage and overtime, are standard practices in thousands of cutting and sewing shops across America.

"Many Americans do not realize that the fashionable clothes we buy in department stores may have been made in American sweatshops," said Labor Secretary Robert B. Reich. "We want to educate retailers about the persistent violations in the garment industry and to work with them in combatting the abuses."

"We applaud the Labor Secretary's approach of holding manufacturers responsible," said Ladies' Garment Workers President Jay Mazur. "It is something that ILGWU innovated early in its history and it is the only way to put an end to the exploitation of workers," he said.

The department is using its authority under the Fair Labor Standards Act to block the shipment of garments that are produced by illegal sweatshops. Under the law, DOL may obtain an order prohibiting the manufacturer or a contractor from shipping goods until workers are paid the back wages they are entitled to receive.

In a recent survey in California, more than half of the firms were paying below the minimum wage of $4.25 per hour and 68 percent were violating federal overtime requirements.

The survey also showed numerous child labor violations and that many workers did not receive workers' compensation. In addition, health and safety violations were found in more than 92 percent of the companies, Reich said.

"There's no reason to think that this is not representative of the kind of situation we would find in New York or many areas," he said.

There are an estimated 22,000 cutting and sewing shops competing for the business of less than 1,000 major manufacturers who sell the garments to retailers. The large number of sewing and cutting contractors exceeds available government enforcement resources, Reich said.

Wage and Hour Administrator Maria Echaveste described the conditions in many of the cutting and sewing shops as deplorable. "The nearly 1 million garment workers in this country are among our nation's most vulnerable employees, often working for substandard wages under terrible conditions," she said. Some garment workers make as little as $1 an hour.

DOL is planning a retailers roundtable this fall as part of its educational process to curtail violators. J.C. Penney and the Army Air Force Exchange Service have agreed to participate.

BARGAINING

Dunlop contract rejected

Rubber Workers for the second time rejected a contract with Dunlop Tire Corp. that would have ended one of the four strikes against foreign-owned tire manufacturers.

The contract proposal was rejected Sept. 10 by a 864-429 vote, following a 719-712 vote rejection Sept. 1. Both the union and the company indicated they were eager to settle the dispute and get the more than 1,500 workers back on the job at the Huntsville, Ala., plant, but no talks were scheduled.

Meanwhile, the URW continued its battle against a union-busting campaign by three other foreign-owned tire manufacturers, two of which are hiring replacement workers.

The companies — Bridgestone/Firestone, Pirelli Armstrong and Yokohama — have refused to follow the terms reached earlier with Goodyear and Uniroyal/Goodrich. Bridgestone/Firestone and Pirelli have begun to hire replacement workers.

All the companies have demanded deep concessions, including reduced health care coverage and continuous plant operations.

The AFL-CIO Industrial Union Department is assisting the URW in a corporate campaign to encourage the companies to reach fair agreements.

ACTWU pattern approved

The Clothing and Textile Workers ratified a new pattern agreement with the Cotton Garment Industry Group that contains significant increases in wages and benefits.

"We were able to exceed the average manufacturing settlement in wages, even when the industry is experiencing difficult times," ACTWU President Jack Sheinkman said. "This continues our commitment to competing in a global marketplace by improving the conditions and productivity of American workers, not by lowering standards for our workers."

The new two-year contract will cover 11,000 workers immediately and another 19,000 to follow in companies located throughout the country. The pact calls for a 2.5 percent wage increase in each year as well as improved health insurance and pension benefits.

"The issue of health care is still a pressing one. The industry joins us in calling for universal coverage, with employer mandates, in order to seriously tackle escalating costs," Sheinkman said.

Teamsters gain job security

After three days of hearings with the Big Three trucking companies over their planned restructuring of routes and services, the Teamsters gained job protection for drivers and dock workers who will be affected by expansion of rail and long-haul routes.

"These agreements keep our members working in good freight jobs," said IBT Freight Director Dennis Skelton. "For those who have to relocate, it guarantees good pay, job security, moving expenses, and the right to choose their new location based on seniority."

Unlike other restructuring plans that often lead to layoffs, this agreement, reached by the IBT Aug. 26 with Roadway, Consolidated Freightways and Yellow Freight, guarantees that no drivers or dock workers will lose their jobs or seniority as a result of the companies' reorganization of services.

The companies' planned changes will affect workers at more than 90 terminals. Jobs will be eliminated in some areas, but those workers will move to expanding operations in the Midwest and West. The companies plan to relocate about 1,800 workers.

Grain Millers in accord

The Grain Millers approved a new five-year contract covering some 1,600 full time and seasonal employees of American Crystal Sugar that provides a 12 percent pay raise.

The wages will increase 3 percent this year, 2 percent each year from 1995 through 1997, and 3 percent in 1998. Under the prior contract the average hourly wage was $12.45.

The contract also calls for improvements in the 401(k) plan, better health care benefits and increased pensions.

The contract covers about 860 year-round workers and some 750 seasonal workers at seven plants in Minnesota, North Dakota and Iowa.



Des Moines Area Local APWU photo

Unions from throughout the Des Moines, Iowa, area demonstrate in support of the striking Rubber Workers, who are under siege from Bridgestone/Firestone and several other foreign-owned tire companies. Hundreds marched through the city recently and unions also pooled resources to purchase a billboard (inset).

Air unions launch new TWA bid

By Candice Johnson

Airline employees continue to perform the financial work that keeps carriers in the air and jobs in the industry.

Workers at Trans World Airlines — who already have negotiated a 45 percent stake in the carrier's operations — are negotiating new contracts to further boost the airline's shaky financial fortunes.

Machinists — representing some 14,000 TWA mechanics, passenger service and other workers — ratified a new three-year pact that will save the carrier $90 million in each of the contract years. Following that vote, the Air Line Pilots reached a proposed settlement that includes work-rule changes providing $30 million in operating cost reductions.

The carrier's unions — including the unaffiliated Independent Federation of Flight Attendants — have been working to negotiate new agreements by the end of this month as part of the company's overall financial restructuring.

Negotiations with the IFFA are continuing.

Under the IAM agreement, workers will forgo a planned 5 percent wage increase, with the carrier able to hire additional part-time workers. Some 400 dining service workers will be furloughed. The contract also provides bonuses of up to 4 percent over the contract term, depending on the carrier's profitability.

ALPA members will receive the details of the proposed settlement by mail, with a ratification vote to follow regional meetings on the proposed settlement.

The unions became employee-owners at TWA in 1992, as part of the restructuring plan that brought the airline out of bankruptcy. TWA now is seeking to reduce its costs by changing work rules, overhauling management systems and revising existing debt arrangements.

In other industry developments:

- The Flight Attendants have broken off talks on the buyout of United Airlines. The union's United master executive council voted unanimously to end discussions, citing an impasse over key issues. The ALPA, IAM and non-union employees — about 55,000 workers — now have a 55 percent stake in the airline and UAL management was seeking to include the AFA in the plan.

But the union said flight attendants were not receiving "sufficient value for their proposed concessions." The carrier was seeking some $400 million in wage, benefit and work-rule concessions in exchange for UAL stock. The AFA also wanted the carrier to scuttle plans to open a number of new foreign bases, a move United now is unwilling to make.

United has permanently discontinued its weight requirements for attendants, after moving to temporarily suspend the program in July. The 108 attendants who were grounded for violating the weight policy have been restored to their previous duty schedules, but several lawsuits and complaints issued by the Equal Employment Opportunity Commission are continuing.

- A bid by two unions to represent nearly 10,000 passenger service workers at USAir was unsuccessful. In a mail ballot election directed by the National Mediation Board, the Steelworkers received 1,696 votes and the Machinists received 1,406 "write-in" votes. Under the Railway Labor Act, a union must receive "yes" votes from 50 percent plus one of all unit members eligible to vote.
- Pilots at Delta Airlines offered to forgo a scheduled 2 percent raise in exchange for the carrier's rehiring of 36 pilots and adding flights in a low-fare market.

The carrier and the union's Delta master executive council are continuing to meet over ways to rehire some of the 549 laid-off pilots and proposals to boost Delta's financial situation.

Postal unions optimistic as talks begin

The Letter Carriers and the Postal Workers, bargaining separately with the U.S. Postal Service for the first time since 1971, entered negotiations Aug. 31 confident they can reach fair settlements.

Terms of the contracts that expire Nov. 20 were set by an arbitrator in 1990 after USPS and the unions were unable to reach an agreement.

APWU President Moe Biller said management should not "succumb to any possible temptation to attempt to whipsaw the unions by trying to play off one against the other."

The APWU, negotiating for some 250,000 union members, will use a Memorandum on Labor-Management Cooperation signed by the USPS to move toward a fair contract that also empowers workers, Biller said.

The memorandum states the Postal Service recognized the "value of union involvement in the decision-making process and respects the obligation of the APWU to represent bargaining employees. In this regard, the USPS will work through national, regional and local union leadership . . . on issues which affect working conditions and will seek ways of improving customer service."

The NALC, whose convention called for separate bargaining for some 210,000 letter carriers, "is determined to be fair," said NALC President Vincent Sombrotto, "and we expect fairness in return."

Sombrotto also stressed the following points:

- Productivity increases by postal employees have outpaced those of the private sector since 1971 as measured by the Bureau of Labor Statistics.
- Letter carriers deliver more than twice as much mail today than in 1971, with only 22 percent more carriers.
- U.S. postage rates are still the world's lowest.
- Since 1971, increases in postal wages — and increases in the cost of postage to the American consumer — have increased no more than the general increase in inflation.

Job training

Unions are leading the way through collective bargaining

By David Kameras

Beset by challenges of technology and global competition, workers and their unions have turned to the bargaining table for joint solutions to the paramount problems of job security and productivity into the next century.

While members of the Clinton administration, particularly Labor Secretary Robert B. Reich, have preached the virtues of training programs to upgrade worker skills, unions for years have been practicing and perfecting these programs, often in conjunction with forward-looking companies.

A new AFL-CIO study suggests that it is this pursuit of training that can counter the relentless pursuit by U.S. industry for greater profits, which often has translated into ''downsizing'' and relocated plants. Training programs can provide the edge for both labor and management, the AFL-CIO concludes.

The report, ''Labor's Key Role in Workplace Training,'' shows how unions are at the forefront of efforts to help American workers adapt and adjust to changes in the economy, describing a wide variety of initiatives that have helped to preserve job opportunities for members.

''Well-planned, innovative and carefully designed joint training, education and employee development strategies can improve labor-management relations and workplace morale, raise productivity and strengthen employment security and mobility for workers by equipping them with a wide range of transferable job skills,'' the report concluded.

Federal funding for training programs falls far short of the level needed to reach eligible participants, and most American businesses invest far less in training workers than businesses in other industrialized nations.

''Still, many unions have succeeded in forging highly productive agreements with select employers and have established an impressive array of joint programs to continuously upgrade worker skills and opportunities,'' the report said.

The configuration of joint training and education programs reflects the industry and the needs of workers and employers. In almost every case however, a joint board composed of equal union and management representatives is involved in the design, implementation and evaluation process, helping to create consensus between the two parties.

Assisting in these efforts is the AFL-CIO's Human Resources Development Institute (HRDI), which advises and assists affiliated unions on matters relating to workplace training, education and career development. HRDI is setting up a database containing detailed information on joint programs, including services offered, funding sources and degree of union involvement.

The union advantage

Unlike traditional company training programs, joint training is driven by its participants and tends to focus more on career development and lifetime education, the report observed.

The General Accounting Office has determined that union-management programs tend to be more far-reaching and effective and involve more team-based approaches than employer-driven efforts in non-union companies. Union participation can ensure that training programs are fully democratic, achieve tangible results and are not subject to arbitrary changes when management structures change.

This type of training method has proven effective regardless of the trades and industries involved.

Building and construction trades unions have long-established Joint Apprenticeship Training Committees (JATCs) that oversee apprenticeship training and skills upgrading for journeymen at the local level.

These are complemented by national joint trusts that develop uniform training materials and coordinate seminars and other activities to promote the benefits of quality union construction. Among the unions involved are the Operating Engineers, Electrical Workers, Iron Workers, Sheet Metal Workers, Carpenters, Plumbers and Pipefitters, Painters, Plasterers and Cement Masons, Bricklayers and Laborers.

The UAW has joined with the Big Three automakers to develop a number of effective programs that allow workers to upgrade skills, further their educations and receive assistance in personal and work-related matters.

The UAW-Ford Education, Development and Training Program was established in 1982 to provide training-related services and many other benefits to active and displaced hourly employees. Similar joint agreements soon were negotiated with Chrysler and General Motors. Significant improvements were made to all three programs as a result of last year's contract settlement.

Upsiding downsizing

The mass layoffs and corporate restructuring that for the past decade have characterized the telecommunications industry prompted creation in 1986 of the Alliance for Employee Growth and Development, which gave the Communications Workers, IBEW and AT&T a common training goal. Also that year, IBEW and AT&T set up the Enhanced Training Opportunities Program for manufacturing employees represented by IBEW System Council EM-3.

Both programs are funded entirely through the collective bargaining process and are intended ''to create attractive and desirable educational opportunities for the maximum number of employees and members in order to enhance their employment security and quality of life,'' the AFL-CIO notes.

In addition, CWA and IBEW have entered into several innovative partnerships containing many of the features of the Alliance with the regional Bell operating companies. IBEW also has extensive networks for training new trade entrants and for updating journeymen electricians on new technologies.

To help counter the catastrophic effects of defense cutbacks, military base closings and corporate downsizing, the Machinists have launched a number of initiatives, includng the High Performance Work Organization (HPWO) partnership, a blueprint for joint labor-management efforts to restructure the workplace.

Among several HPWO efforts is a program at a Folgers plant in Kansas City, Mo., where workers analyze their skills, develop career plans and pursue company-funded educational opportunities.

In another effort involving a $500,000 Labor Department grant, IAM and H.R. Textron of Valencia, Calif., have created a pilot project giving workers more input in decision making and working conditions. This extensive training program has resulted in substantial productivity increases and improved labor-management relations, the IAM reports.

Building on its extensive experience with assisting dislocated workers, the Steelworkers have joined forces with major steel manufacturers to establish the Institute for Career Development (ICD) in Merrillville, Ind. Notable for its multiemployer approach, the ICD uses a ''bottom-up'' planning process, by which local joint committees poll their work forces and identify the services and programs most important to the workers.

Covering the waterfront

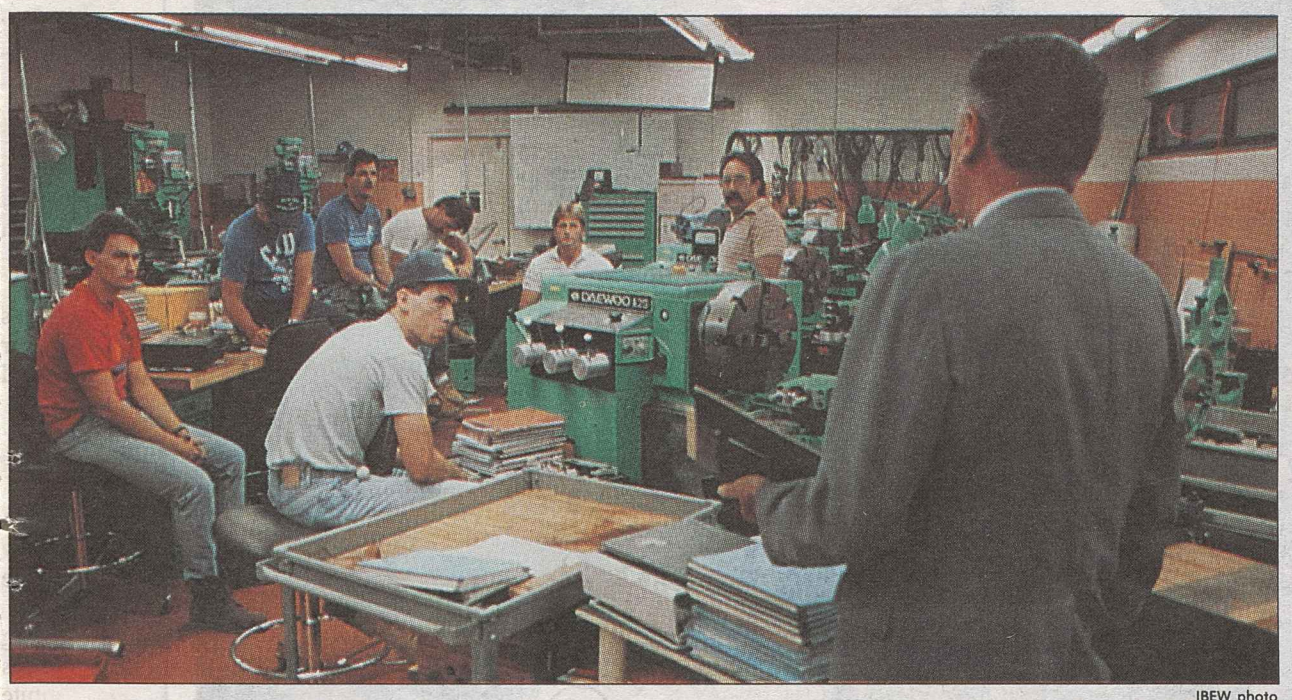
Multiemployer joint programs also are prevalent in the maritime trades. The Paul Hall Center for Maritime Training and Education in Piney Point, Md., a joint project between the Seafarers and American shipping companies, uses upgrading and trainee orientation courses to ensure that Seafarers are up to speed with the latest technology, safety measures and federal regulations.

Vessel navigation, technology and safety also predominate at the Maritime Institute of Technology and Graduate Studies, a joint effort of the Masters, Mates and Pilots and their contracted shipping companies. Training also is offered by District 1 of the Marine Engineers through its Calhoon MEBA Engineering School in Easton, Md.

More than 33,000 Laborers in the United States and Canada each year receive training sponsored by the Laborers-AGC (Associated General Contractors) Education and Training Fund, offering services at 73 local training sites across North America.

The Paperworkers have entered into joint agreements with several major paper manufacturers. A representative pact at Champion International's plant at Sheldon, Texas, calls for substantial joint leadership training for Local 1068





IBEW photo

Electrical Workers upgrade their skills under a joint training program at the Salem, N.J., Public Service Electric and Gas. The IBEW has developed extensive networks for training and upgrading.

union stewards and managers, a neutrality pledge in the event of further organizing and increased worker involvement in the entire production process.

The Wisconsin Regional Training Partnership provides the Milwaukee metropolitan area with one-stop shopping for labor market services to displaced or potentially displaced workers through its Help in Re-Employment subsidiary. The Wisconsin Manufacturing Training Consortium brings together major metalworking trade unions and leading manufacturers to jointly establish standards for training, and to increase training levels.

The diversity of trades and industries embarking on joint labor-management programs is substantial and dramatic. The American economy has seen team efforts that have narrowed the width of the bargaining table, bringing together:

- The Clothing and Textile Workers, the University of Tennessee and two employers, seeking funds to address "basic skills needed in workplaces impacted by global economic change."
- The Electronic Workers and GM's Packard Electric Division, helping save some 9,000 jobs through comprehensive education and training.
- The Teamsters and numerous employers, addressing safety and employment issues.
- The Food and Commercial Workers and employers, improving worker health and safety, with particular focus on reducing cumulative trauma disorders suffered by meatcutters.
- The Graphic Communications Union and the printing industry, which has relied on the union for more than 100 years to certify skilled labor.

In addition, training provisions have been included in many collective bargaining agreements reached this year, such as the Broadcast Employees and Technicians/CWA with NBC; the Longshoremen with Hampton Roads Shipping Association; the Bakery, Confectionery and Tobacco Workers with Philip Morris; and the Hotel Employees and Restaurant Employees with the Greater Boston Hotel and Motor Inn Association.

While not all joint cooperation efforts succeed, an increasing number of unions and employers are pursuing them in an effort to increase job opportunities, security and productivity.

HRDI continues to be a major agent in this process, particularly in its expertise in bringing together labor, management and government representatives. Many major federal grants through the Job Training Partnership Act are facilitated through HRDI. One such grant, more than $5 million announced Sept. 7 by the Labor Department, will assist some 2,000 workers in Washington State displaced by restructuring and downsizing at Boeing Co.

Labor's Key Role in Workplace Training is available from the AFL-CIO Department of Reproduction and Mailing, 815 16th St. N.W., Room 209, Washington, D.C. 20006. Single copies are free. Call 202/637-5041 for information on bulk orders.



Upgraders don safety suit to handle a simulated hazardous materials spill aboard a training barge docked at the Seafarers' Paul Hall Center in Piney Point, Md. SIU photo

Hospital, office workers climb career ladder through training

Unions in the service and public sectors have been working out training programs with management that greatly expand workers' lifetime opportunities.

AFSCME and the Service Employees both have established joint training programs at hospitals, for example. Hospital Workers Local 767's Career Ladder Program at Cape Cod Hospital, stemming from SEIU's Lifelong Education and Development Program, is aimed at providing "a system of education, training and advancement that enables workers to qualify for promotions and upgrades."

The program, developed in 1979 with the help of a $300,000 Labor Department grant, offers a host of on-the-job, in-house and external training opportunities, and establishes policies to ensure that job vacancies are filled by upgrading current employees.

All services are administered by a Joint Career Development Committee composed of three members each from the union and management, and all union members are eligible to participate. Career Ladder and other SEIU programs help workers advance from dead-end jobs to higher-skill, higher-wage employment.

Training and upgrading programs have further benefited 30,000 AFSCME District Council 37 members working for New York City Health and Hospitals Corp., affording them the opportunity to move up the job ladder into such health care professions as Registered Nurse and Respiratory Therapist.

The services provided through the Education Fund "have three purposes: to help better deploy workers, to raise their salaries and to give them the dignity and recognition they deserve."

Thanks to District Council 37's 23-year-old Education Fund, thousands of AFSCME members working for the New York City government have attended classes for high school equivalency, civil service examination preparation and clerical training, and have obtained financial assistance and counseling for higher education.

Another example of success through cooperation is the Upward Mobility Program (UMP) established five years ago between AFSCME District Council 31 and the state of Illinois.

Under this innovative initiative, some 45,000 state employees have access to career counseling, educational planning and 100 percent pre-paid tuition, with regular pay received for one-half of class time for approved job-related courses. All job postings have related tests by which workers can place out of required courses and rise to the top of the promotion list.

One-on-one counseling under UMP has been used to devise personal education plans, thus enabling more than 1,000 workers to achieve their target job classifications since the program's inception. Course-work completion results in eligibility for a seniority-based priority promotion list, and roughly one-third of workers receiving certification have been promoted.

This year's contract agreement calls for expanding services to laid-off state employees. With an annual budget in excess of $3 million, the UMP is a financially stable resource.

— David Kameras

COURTS

Honeywell settles bias suit

Some 6,000 female employees will receive more than $3 million in back wages from Honeywell Inc. after the company agreed to a settlement in a long-standing sexual discrimination case.

The settlement calls for Honeywell to pay $3.54 million in back wages to the women, who suffered discrimination in job assignments and promotions at the company's Minneapolis-St. Paul operations between 1972 and 1977.

In addition to paying back wages, the company will spend $3 million for a program to promote diversity and to recruit minorities and women. Labor Secretary Robert B. Reich ruled March 2 that women had been denied promotions and systematically channeled into jobs with little chance of advancement.

Originally filed in 1977, the case was among a number of backlogged cases cited in a 1993 audit which found that the department's Office of Administrative Appeals had become a ''burial ground'' for politically sensitive cases. To date, about 80 of the 100 longest pending cases, including 25 of the 26 oldest ones, have now been resolved, Reich said.

Court backs garment proviso

Alluding to the history of garment industry sweatshops, a federal appeals court has refused to award damages to a fashion designer that claimed it was driven out of business by union demands.

Ladies' Garment Workers Local 89-22-1 picketed R.M. Perlman Inc. in September 1990 to gain the owner's signature on a jobber's agreement, pledging protections for workers hired by contractors filling orders for the firm. The company later agreed to the provision, but then filed suit seeking damages.

Judge Richard J. Cardamone, writing for the 2nd Circuit Court of Appeals, said the garment industry proviso in the National Labor Relations Act allows greater leeway than in other industries, including secondary picketing to obtain a jobber's agreement. Public outrage after the infamous New York City Triangle Shirtwaist Factory fire in 1911 convinced lawmakers to give garment workers special support, Cardamone said.

The employer sought damages in Perlman vs. New York Coat, Suit Dresses, Rainwear and Allied Workers after the company settled with the union in June 1991, with the union agreeing to stop picketing and to clarify several clauses in the agreement.

School districts sue

A coalition of school districts, with strong support from unions, has won the first round in a long battle to secure equitable funding for Ohio's school districts.

Perry County Common Pleas Court Judge Linton D. Lewis Jr. ruled that the state's school finance system is illegal because it discriminates against poorer school districts. The state's Republican Gov. George Voinovich has vowed to fight the decision.

The Ohio Coalition for Equity and Adequacy filed suit on behalf of five school districts, claiming they were unable to meet the requirements of the 1983 state minimum standards because of a lack of funding.

''The state's current funding method makes children victims of geography,'' said Joe Rugola, executive director of the Ohio Association of Public School Employees, an AFSCME affiliate.

IBEW wins back pay

The 62 former employees of Tel Plus Long Island Inc. received $38,476 each in back pay in a $3.8 million settlement brought after they were laid off in 1987 because the company shut down and sent their work to a lower-wage sister firm.

Their union, Electrical Workers Local 25, filed charges that accused the company of illegally walking away from the union contract six months before it expired.

Seven years later, after many legal motions and hearings before the National Labor Relations Board, Tel Plus Communications agreed to settle the case.

''How would you feel if somebody called you seven years after you got laid off and they said, 'We've got $38,000 for you — come and pick it up?' '' asked Anthony Padrevita, one of the workers laid off in 1987. ''We were thrilled to death. We're very grateful to Local 25.''



Raymond Crowell/Page One Photography

Joseph Westbrook, an employee at Black Entertainment Television, passes out leaflets at the annual Black Family Reunion in Washington, explaining how BET has refused to bargain a year after the workers voted for representation by the Electrical Workers. Listening is Dorothy Height, president of the National Council of Negro Women, who founded the Black Family Reunion.

BET workers appeal for fairness

By James B. Parks

More than a year after employees at Black Entertainment Television (BET) voted for representation by Electrical Workers Local 1200, they have no contract.

BET's abuse of its workers is an all-too-familiar story under the current laws, as AFL-CIO Secretary-Treasurer Thomas R. Donahue recounted in testimony recently to the blue-ribbon Dunlop Commission (**See story, Page 1**).

''The reason that 40 percent of first contract negotiations in the United States fail today is that 'no contract' is the employer's desired outcome,'' Donahue said, calling for remedies that include first-contract arbitration to offset surface bargaining.

BET technical employees, 98 percent African-American, voted in July 1993 to be represented by Local 1200. They had complained of unequal pay for equal work, especially for female employees, deliberate tampering with work schedules to avoid overtime pay and wages 30 percent below industry standards.

During the representation election campaign, BET mounted an illegal intimidation effort to thwart the union and laid off several union activists. The company canceled production on several days and required workers to attend meetings where supervisors pressured them to vote against the union. Management promised wage increases if the union lost and layoffs if the union won. Despite the threats, the workers voted 35-19 for representation.

Management also fired or laid off several union supporters among its production staff after they sought help from the Writers' Guild in organizing a union.

The National Labor Relations Board issued several complaints against the company for violations of federal labor law that included threatening union advocates with job loss, coercing and interrogating employees about union activity, creating the impression that employee activities were under surveillance, and discriminating in hiring and conditions of employment to discourage union membership.

By refusing to negotiate in good faith on a first contract for more than a year, BET apparently is seeking an impasse so that it can impose a contract the workers already rejected by a 49-1 margin, the union said.

The major unresolved issues include job security, overtime pay after eight hours of work, seniority rights, pay equity and wages similar to those at other companies in the area.

With the support of the AFL-CIO Strategic Approaches Committee, the union is seeking to get Robert Johnson, BET's chief executive officer, to negotiate fairly with the union. The recent Black Family Reunion celebration in Washington, cosponsored by Johnson and BET, provided an opportunity for workers to set up an informational picket, handing out leaflets about the situation.

The union is meeting with community and religious leaders, political officials and the leaders of national organizations asking for their support in the campaign for a fair contract. African-American leaders are being asked not to appear on any BET programs until the dispute is resolved.

Delegates to the national convention of the Southern Christian Leadership Conference pledged their support for the BET workers and applauded the union's community outreach efforts to build public awareness and support for workers at BET.

The convention also directed the SCLC board of directors to meet with Johnson and provide any assistance that might help resolve the dispute. It also pledged that SCLC representatives will not appear on BET programs until the labor-management dispute is settled.

NLRB slaps Sprint for blatant misconduct

Continued from Page 1

managers to close the office if workers voted for the union, management surveillance and interrogation of union supporters and other harassment and intimidation.

CWA President Morton Bahr said Sprint's record of ''lawbreaking and misconduct is just staggering — it has to be a record for the telecommunications industry.''

The company fired the Hispanic workers not only to prevent them from becoming the first Sprint long distance operation to unionize, but to spread fear among other Sprint workers nationwide who want to join the union, CWA charged.

Managers at Sprint facilities are issued a ''Sprint Union-Free Management Guide'' that reinforces the company's anti-union attitudes. Managers are told that preventing workers from organizing is possibly their most important responsibility. In captive audience meetings, workers are shown negative videos about unions and the CWA.

Also uncovered during the investigation was an attempt by a Sprint corporate vice president to falsify documents and mislead investigators about the possibility of a sale of La Conexion Familiar. That official, Carl Doerr, is said to have retired.

Sprint had claimed the shutdown was for economic reasons, but earlier this year, the company's general manager reported that La Conexion had been growing by as much as 20 percent a month for the past two years and projected that annual revenue would triple by 1996.

WORLD

Haiti regime assailed

The brutal assassination of Charles Jean Baptiste, a member of the Judicial Committee of the Teachers Union (CNEH), ''should be the final atrocity perpetrated by the Haitian military dictatorship and its henchmen,'' the AFL-CIO said.

''The time is long overdue for Haiti's reign of terror to be brought to an end,'' the federation said, reiterating its call on the U.S. government to take all necessary steps to ensure the restoration of democracy and the rule of law in Haiti. ''The repression of Haitian workers and the continued brutality against their democratically elected trade union leaders must be stopped.''

Baptiste was assassinated Sept. 6 outside of the Judiciary Palace when two unknown assailants shot him twice in the head and fled.

OECD: Union numbers off

Union membership declined throughout most of the industrialized world during the 1980s, according to the Organization for Economic Cooperation and Development.

In 15 of the 17 OECD countries, union membership suffered a significant drop between 1980 and 1990, the agency reported. Finland and Sweden were the only exceptions.

Overall, trade union membership in OECD countries dropped 6.4 percent during the decade. The biggest drop came in Spain, where union members now make up 11 percent of the work force, down from 25 percent. The lowest unionization rate was in France with 10 percent of the workforce. The highest rate is in Sweden, where 83 percent of workers belong to a union.

Pace disappoints S. Africans

South African workers are challenging the government of Nelson Mandela to speed up the pace of promised reforms.

''Workers are starting to ask whether democracy is going to mean anything more than the right to vote every five years,'' said Sam Shilowa, general secretary of the Congress of South African Trade Unions (COSATU).

Several top COSATU leaders, including Shilowa's predecessor, Jay Naidoo, are key members of Mandela's government and many from the labor movement formed the top leadership of the ANC.

Many unions, including those representing miners, health employees, supermarket workers, truck drivers and construction workers, have called strikes within the past few weeks calling for higher pay, better working conditions and an end to the lingering legacy of apartheid.

In mid-July, a nationwide strike by 20,000 workers at Pic 'N' Pay grocers turned violent when police, using tactics left over from the days of apartheid, attacked workers, fired rubber bullets and released dogs on marchers. It took Mandela's personal intervention to convince both sides to agree to mediation.

On Aug. 22, hundreds of truck drivers, tired of management's refusal to negotiate, staged a wildcat strike, blocking one of the nation's busiest highways. The Minister of Labor successfully mediated that strike, getting the workers to return to the job and persuading management to come to the bargaining table.

Bosnian abuse reported

Reports of worker rights violations in Bosnia-Hercegovina are increasing. Radio Free Europe reported that an Aug. 6 directive by Bosnian Serb leader Radovan Karadzic created ''compulsory work units'' composed of all able-bodied persons ''regardless of nationality or creed.''

The work groups mainly will harvest crops, while factories and other enterprises are to continue production without interruption. Damaged factories are to be repaired for immediate production, the report said.

To help implement this order, the Bosnian Serbs suspended all holidays and paid vacations and extended the work week to 60 hours.

Other reports indicate the Serbs are using the forced labor of Muslim and Croat civilians, primarily women and children, to build roads and perform other heavy labor.



Bill Burke/Page One Photography

AFL-CIO President Lane Kirkland meets with Boris G. Misnik, who has led his 2 million-member Trade Union of Metallurgical Workers of Russia out of the official trade union federation in protest of its political entrenchment. He told Kirkland of his attempts to reform the communist-era trade unions, which have neglected the real needs of workers.

Britain's TUC plots new strategy

Blackpool, England

Britain's Trades Union Congress positioned itself to meet the conditions of the 1990s and overcome the buffeting it has taken in recent years from declining membership and government action.

The 900 delegates to the Sept. 5-9 congress endorsed key changes within the labor federation and urged reform of employment law. They also approved motions in favor of a national minimum wage and full employment and supported a campaign of national railroad strikes by signal workers.

The congress was told TUC membership dropped from 13 million in 1979 to 7 million. More employers are refusing to recognize unions and the use of short-term contracts has reduced job security.

TUC General Secretary John Monks told the congress the objective over the past year ''has been nothing less than creating a new TUC.''

Since the Conservative Party came to power in 1979, Monks said, ''our freedoms have been reduced by one piece of legislation after another,'' and the union movement has been the ''the subject of sustained governmental and media vilification.''

Over the past year, he added, ''I've seen the very good, the very bad and the very ugly faces of British industrial relations. All this has reinforced my determination to put the TUC in the center of the battle'' on behalf of working people. ''I think we can say that the tide has begun to turn, although the battle continues,'' Monks said.

The TUC is enjoying a wave of public goodwill. Travelers sympathize with striking rail workers, and a public opinion poll conducted this year indicated that only 26 percent of the British public believe unions have too much power, compared to 80 percent who thought that in 1979.

The TUC released two polls. One found that 89 percent agree that unions ''are necessary to protect people's interests at work,'' up from 79 percent last year. The second poll found that 58 percent of union members believe they have less job security now than two years ago, and 52 percent want their unions to ''make more effort to influence government policy.''

AFL-CIO President Lane Kirkland spoke to the congress, marking an ''historic event — the centennial of the exchange of fraternal delegates between our two organizations.'' It was also the 126th congress of the TUC, while the AFL-CIO traces its beginnings back 113 years.

Kirkland told the delegates that in both Britain and the United States there are forces that ''continue to wage the most brutal assaults on the rights of working people.''

He noted that the U.S. presidential Commission on the Future of Worker-Management Relations ''has called attention to a two-tiered society that is rapidly developing in our land — with a smaller, upper tier of high-skill, high-income workers and a rapidly growing underclass of poorly paid labor.''

Trapped in this development, he said, are middle-income Americans ''who have jobs but who see few opportunities for themselves and their children. With no health benefits, no pension and living paycheck to paycheck, many of these workers are just a pink-slip or an illness away from joining the ranks of the street people.''

The congress demonstrated the uncertainty that the TUC faces over its relationship with the Labor Party, which is currently far ahead in opinion polls because the Conservative government of Prime Minister John Major is deeply unpopular. Labor has been distancing itself from the TUC in the belief the Tories rode to power on public resentment at a wave of strikes in the 1970s.

Irish cease fire raises hope, new challenges

The Irish-American Labor Coalition praised the Northern Ireland cease-fire announcement by the Irish Republic Army, but warned that it is only the first step in ending that long-running conflict.

The IALC played a major role in gaining a visa for Sinn Fein leader Gerry Adams to visit the United States earlier this year and has encouraged the Clinton administration to urge all parties in the conflict to further political steps.

''It is a moment of great hope that, following a cease fire, there can be negotiated political advance,'' said IALC President Paschal McGuinness. But he added that ''a cease fire must be consolidated and there must be proof on the ground to skeptics that real advances can be made for nationalists in the North, who have borne the brunt of the conflict.''

Organized labor in the United States, through the IALC, has been actively involved in trying to bring peace and justice to Northern Ireland. The AFL-CIO Executive Council in 1985 endorsed the MacBride Principles for foreign-based corporations in Northern Ireland, which seek to end employment discrimination against the Catholic minority in Northern Ireland. U.S.-based corporations employ up to 11 percent of the total labor force there.

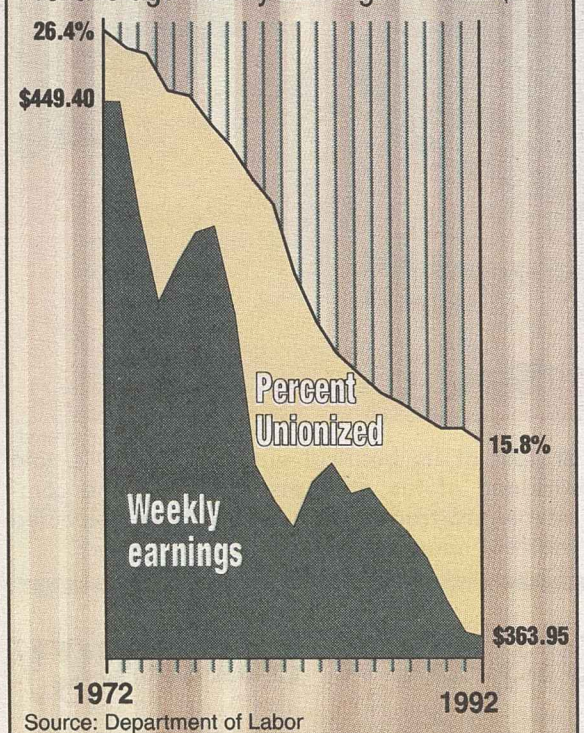
In 1990, AFL-CIO Secretary-Treasurer Thomas R. Donahue led a delegation visiting Northern Ireland under the auspices of the Irish Congress of Trade Unions. That delegation urged continued support for the principles and criticized enactment by the British government of a new Fair Employment Act that falls far short of labor's goals.

ECONOMY

DATA

As unionization declines, living standards decline

Percent of U.S. work force unionized vs. average weekly earnings in 1992 $



Source: Department of Labor

Real earnings fell another 0.8 percent in August, continuing the deterioration of worker buying power that has paralleled the decline of union membership in this country over the past several decades. The revival of unions, which built up the American middle class after World War II, may hold the key to reversing the trend toward a two-tier society of low-wage and high-wage earners found earlier this year by the President's Commission on the Future of Worker-Management Relations.

Unemployment	
Official 8 million	(6.1 percent)
Involuntary part time	4.3 million
Discouraged	1.7 million
Total	14 million
Consumer Prices (CPI-W)	
August	+0.5 percent
12 months	+2.9 percent
Productivity Rate	
Overall (second quarter)	-2.5 percent
Factory workers	+4.5 percent
Factory Output	
Second quarter	+6.1 percent
12 months	+6.3 percent

AFL-CIO NEWSGRAFIC

Public workers fare better

Wage gains for state and local government employees are higher in new contracts than in those they replace, reversing a three-and-a-half-year decline.

The Bureau of Labor Statistics reported that settlements reached during the first six months of 1994 year resulted in an average increase of 3 percent in the first year and 3.3 percent over the contract term. The agreements that were replaced averaged 2.7 percent and 3 percent, respectively.

These figures do not include cost-of-living adjustments or lump-sum payments. BLS reports on contracts covering 1,000 or more workers.

The consumer price index for workers rose 2.6 percent last year, largely offsetting 1993 wage increases. Local government employees were more likely to have their wages cut or frozen than state employees, and their average wage increases were smaller as well.

Bargaining in the second half of 1994 will affect an estimated 1.1 million state and local government workers under 337 major agreements. Nearly one-half of those are in education.

Jobless rate steady at 6.1 percent

AFL-CIO: Inflation bugaboo plagues growth policies

By David Kameras

With the U.S. unemployment rate unchanged in August at 6.1 percent, the AFL-CIO challenged the notion that the threat of inflation makes it unsafe for the nation to boost the economy and move the jobless rate below 6 percent.

Rudy Oswald, AFL-CIO chief economist, pointed out that the Humphrey-Hawkins full employment act set 4 percent as an interim goal for joblessness in this country, with 3 percent being the final target. Oswald criticized the decision by the Federal Reserve Board to raise interest rates on the heels of steady but weak job growth.

Alan Greenspan, the Fed's chairman, has explained the decisions to raise interest rates on five occasions over this year as a desire to keep the jobless rate above 6 percent, and thus to hold off inflation.

But Oswald pointed out that the current recovery is much more sluggish than the normal recession recovery period. "While the Federal Reserve Board keeps raising interest rates to cool down an economy it thinks is too hot, we've had only half the job growth rate as that of the last two recoveries," he said.

> *"While the Federal Reserve Board keeps raising interest rates to cool down an economy it thinks is too hot, we've had only half the job growth rate as that of the last two recoveries."*
>
> **— Rudy Oswald**
> **AFL-CIO chief economist**

While previous recoveries have allowed the average wage of U.S. workers to gain ground on inflation, average weekly earnings, adjusted for inflation, have actually declined over the past year, Oswald noted.

Eight million Americans remain out of work. In addition to those 8 million "officially" unemployed, 4.3 million work part-time through no choice of their own, and an additional 1.7 million are too discouraged to continue seeking work, bringing the total jobless and underemployed to 14 million, Bureau of Labor Statistics figures show.

While the unemployment rate for men 20 years and older has decreased slightly, from 5.6 percent in July to 5.4 percent in August, that good news was partially offset by an increase in the jobless figure for women, from 5.3 percent to 5.4 percent.

The unemployment rates for African-Americans and Hispanic-Americans are 11.5 percent and 10.2 percent, respectively. Young workers aged 16 to 19 years are experiencing a 17.5 percent unemployment rate. For African-Americans in that age group, the rate is 36.8 percent.

Fewer jobs were added in August than in the previous six months, only 179,000. But manufacturing recorded a larger-than-usual jump of 32,000 jobs, the eighth consecutive month of gains in this sector.

Nonetheless, the number of manufacturing jobs remains 1 million less than in June 1990, before the last recession, with the bulk of the August job growth coming in the traditionally lower-paying services sector. Mining and construction have also suffered contraction over the past four years.

In a separate survey, the Labor Department reported substantial growth in relatively high-paying jobs within the service trades, mostly in managerial and professional positions. "For the most part, those jobs are out of reach of most Americans seeking jobs," Oswald said.

Last month, the number of hours worked dropped sharply from 34.7 to 34.5, and average hourly earnings rose by only 2 cents. As a result, average weekly earnings dropped by $1.50. Factory overtime matched April's all-time high average of 4.6 hours for production workers.

"Overall, the slow increase in jobs and the drop in weekly hours show considerable weakening in the employment picture, even though unemployment remained unchanged," Oswald said.

In a report released last week by the Bureau of National Affairs, analysts concluded that the pace of expansion in most regions of the country is likely to slow in the year ahead.

Among 11 large states monitored by the Bureau of Labor Statistics, California leads the pack with an unemployment rate of 8.9 percent. The Golden State's situation took a turn for the worse Sept. 12 with the announcement by GM Hughes Electronics that it will lay off 4,400 employees through 1995, locking the doors at its 286-acre facility in Fullerton, Calif.

Over the past two years, tens of thousands of other Hughes workers have lost their jobs, as the defense industry continues to fizzle. By the year 2000, California is likely to lose at least another 58,000 aerospace employees, according to recent surveys.

Inflation rate rises slightly in August

The consumer price index (CPI-W) rose 0.4 percent in August, continuing a modest rise in inflation that economists expect will total about 2.9 percent for the year.

But a rise in wholesale prices announced earlier sent Wall Street investors into a tizzy and produced speculation that the Federal Reserve Board would again raise interest rates.

That follows a familiar pattern this year when tiny changes in inflation figures have sent shivers through the Fed. And when the Fed sneezes, Wall Street gets a cold.

This contagion may end up strangling the anemic economic recovery now under way, the AFL-CIO said. The Fed, whose rate-making policies influence what banks charge for new debt on everything from home mortgages to credit cards, recently raised rates for the fifth time this year.

While the latest economic figures undeniably show a short-term surge in prices, such data is highly volatile, and can fluctuate considerably from month to month. Decisions made on these movements often look silly.

Thus, when wholesale prices were announced rising 0.6 percent in August, the major stock exchanges took a nose-dive. But when more moderate consumer price increase figures came out last week, stock prices rebounded.

Real average weekly earnings in August fell 0.8 percent, due to a 0.6 percent decline in the number of hours worked coupled with the 0.4 percent rise in consumer prices. That drop was partially offset by a 0.2 percent increase in average hourly earnings.

Average weekly earnings have risen by 2.4 percent since August of last year, but after adjustment for a 2.9 percent gain in the CPI-W, the real average weekly earnings fell by 0.4 percent over the year.

Workers were paying more to feed their families and their cars. Seasonally adjusted food prices increased by 0.5 percent, led by a 22 percent jump in coffee prices, and energy was 1.6 percent more expensive than in July, with gasoline prices 3.6 percent higher. Shelter costs also jumped by 0.5 percent.

The prices of new vehicles are 4.1 percent higher than they were a year ago, and used car prices are 4.6 percent higher. Medical costs, whose containment is a target of proposed health care reform, rose 0.4 percent, placing it 4.5 percent above that of a year ago.

In wholesale prices, finished goods last month jumped by a seasonally adjusted rate of 0.6 percent and intermediate prices climbed by 2.4 percent. That brings the year-to-date levels to 1.9 percent and 2.4 percent, respectively.

Average wholesale food prices were up 0.7 percent in August, led by a 10.7 percent rise in eggs and 12 percent for roasted coffee. Coffee has risen 66.5 percent for the year. Beef, veal, port and fish also climbed substantially last month.

Wholesale gasoline prices jumped 6.8 percent in August, and are up 13.5 percent for the year. Electricity and natural gas are below their levels of a year ago.

— David Kameras



Montana AFL-CIO

Montana trade unionists picket outside the site of a Butte luncheon where "right-to-work" spokesman Charlton Heston appeared for a fund-raiser for Republican Sen. Conrad Burns. Montana AFL-CIO Executive Secretary Don Judge criticized Burns, who has a 14 percent "right" COPE voting record, noting that he had accepted at least $3,000 from the National Right-to-Work Committee PAC. Labor has mounted a major campaign against the so-called right-to-work bill, which was introduced in the Montana Legislature last year.

More unionists going on line for info, feedback

LaborNET, the AFL-CIO's computer-based communications network, has expanded dramatically this year, reducing the cost to individual users and increasing its utility to trade unionists across the country and around the world.

With more than 400 users, the private forum now is available for $5 per month for unlimited access through CompuServe, the international on-line service. CompuServe's basic services — news, weather, electronic messages and travel services — cost $8.95 per month.

"The response has been tremendous," said Blair Calton, who coordinates the network from the AFL-CIO Data Processing Department. "As even more people plug in, we can expect the cost to go down even further."

LaborNET allows state and local AFL-CIOs, regional staff and affiliated unions to get the latest information from the national AFL-CIO and, conversely, helps national AFL-CIO departments gather information on grass-roots activity.

Material now available on LaborNET includes legislative testimony, press releases, Executive Council statements, legislative fact sheets and congressional voting records.

All AFL-CIO News stories go on LaborNET, often before the publication is available, and the AFL-CIO's campaign UPDATE goes on line several times a week. On-line mail may be sent to the AFL-CIO News at 76004,3601.

LaborNET users may browse through the library or the messages sections, send mail to other users or participate in conferences. Users can also get answers to their questions from AFL-CIO President Lane Kirkland. Several international unions have set up private forums for their members.

All it takes to join and use LaborNET is a personal computer with a modem and standard phone line. To obtain a sign-up kit, or for further information, contact Calton at 202/637-5267, or on CompuServe mail at 75300,3442.

NEWSMAKERS

AFSCME Secretary-Treasurer **William Lucy** recently returned from Burundi, Rwanda and eastern Zaire as a member of an official White House delegation. The group conveyed **President Clinton's** call for the parties in Burundi to resolve the political crisis facing their country and also examined international relief efforts for Rwandan refugees.

Teresa Ghilarducci has been named assistant director of the AFL-CIO Employee Benefits Department. Ghilarducci holds a doctorate in economics from the University of California at Berkeley and is on leave from a teaching post at the University of Notre Dame. Her book, "Labor's Capital: The Economics and Politics of Private Pensions," was published in 1992.



Teresa Ghilarducci

Patricia Garcia, a senior program coordinator for the AFL-CIO Human Resources Development Institute, has been named director of COPE Region VI, covering California, Hawaii and Nevada. Garcia recently was named Guild Member of the Year by The Newspaper Guild Local 35.



Patricia Garcia

Sherry Halbrook was elected a vice president of the International Labor Communications Association during the organization's executive council meeting in Seattle. Halbrook is editor of the Communicator, a monthly tabloid serving members and retirees of the New York State Public Employees Federation, AFT/SEIU Local 4053.

Tipper Gore took a break from a recent fund-raiser for Colorado Gov. **Roy Romer** to meet with 50 "permanently replaced" strikers at AB Hirschfeld Press in Denver. The strikers, represented by Graphic Communications Local 440, also received a boost from the National Conference of State Legislators, which at the request of the AFL-CIO decided to curtail printing contracts at Hirschfeld.

Sister Josephine Murphy, executive director of the St. Anne's Infant and Maternity Home in Hyattsville, Md., received the Cardinal Gibbons Award at the 42nd annual Labor Day mass Sept. 11 at the National Shrine of the Immaculate Conception. Music for the ceremony was provided by Musicians Local 161-710.



Raymond Crowell/Page One Photography

AFL-CIO Secretary-Treasurer Thomas R. Donahue chats with Cardinal James Hickey prior to Labor Day mass in Washington.

The 40th year that Fire Fighters have taken part in the Muscular Dystrophy Association (MDA) Telethon produced a record $10 million from IAFF members. **Al Whitehead,** president of the union, announced the total to **Jerry Lewis** during the Labor Day TV event and thanked the tens of thousands of Fire Fighters who raised the funds. Whitehead criticized the local fire chiefs who are trying to force Fire Fighters to stop going into the streets for their trademark "fill the boot" solicitation of MDA funds.

AWARDS

Frank L. Lakis, president of Government Employees Local 62, received the union's A. Philip Randolph-Hubert H. Humphrey Award for outstanding service to the community and the workplace. Also meeting during the union's recent convention in Chicago, the AFGE Editors Association presented the Clyde M. Webber Award for journalism excellence to AFGE Local 1395.

CORRECTION

Letter Carriers President Vincent Sombrotto was renominated at the NALC convention last month, not re-elected as an AFL-CIO News article erroneously reported. Also nominated for president was Jon Gaunce, president of Tri-Valley Branch 2902 in California. Elections will be held via mail ballot Sept. 28-Oct. 18. The article also was incorrect in stating that Richard P. O'Connell was re-elected secretary-treasurer. O'Connell is retiring at the end of his term in December. Competing for the secretary-treasurer post are Charles J. Coyle and John Hilsman.

RESOURCES

CONFERENCES

Safe Jobs: Our Right — Our Fight is the call to the AFL-CIO national safety and health conference Dec. 4-7 in Los Angeles. The conference opens with registration Sunday night Dec. 4 and closes at noon Wednesday, Dec. 7. Registration is $100 until Nov. 15, then $120. Contact AFL-CIO, National Safety and Health Conference, Room 704, 815 16th St. N.W., Washington, D.C. 20006. Phone 202/637-5367, FAX 202/508-6978.

The AFL-CIO Human Resources Development Institute in cooperation with the AFL-CIO Public Employee and Metal Trades Departments is sponsoring a conference on **Training, Technology and Transition — New Perspectives and Approaches** Nov. 20-22 at the Las Vegas Hilton. Contact Carol Claggett at 202/638-3912.

The Pullman Strike Centennial Conference: Labor, Politics and the State in the 1890s will be held Sept. 23-24 at Indiana State in Terre Haute, Ind. Contact the Office of Conferences and Non-Credit Programs at 800/234-1639 ext. 2522.

PUBLICATIONS

The following issue papers were produced by the AFL-CIO Economic Research Department: **The Progressive Consumption Tax: A Bad Idea Under Any Name** (Issue paper No. 76); **Interest Rates and the Economy: Higher Rates Threaten Expansion, Hurt Consumers** (Issue Paper No. 77); **Black Workers Still Need Good Jobs, Higher Pay** (Issue paper No. 78). Contact the AFL-CIO Reproductions and Mailings Division, 815 16th St. N.W., Washington, D.C. 20006.

The 1993-94 Handbook on Women Workers: Trends & Issues covers issues including women's labor force participation, earnings and income, demographic groups, family structure, education and training and projections through the year 2000. Single copies of the handbook are free. Contact the Women's Bureau, U.S. Department of Labor, 200 Constitution Ave. N.W., Box HB, Washington, D.C. 20210.

Unions: 'Reinventing government' needs congressional push

Continued from Page 1

Appearing with Gore were some of the federal government's customers — including a small businessman who was able to get a Small Business Administration emergency loan in one day due to a streamlined loan process — who also talked about their satisfaction with reinvention efforts.

Sturdivant appeared Sept. 2 at a press briefing with National Treasury Employees Union President Robert M. Tobias and National Federation of Federal Employees President Sheila K. Velazco. "We are fighting the forces of the status quo and Congress needs to work with the administration to move these changes forward," Sturdivant said.

While Gore is to be commended for his efforts, Tobias noted that without legislation, "reinventing government threatens to become another energetic attempt to reform government that didn't work."

The union presidents agreed the labor-management partnerships created by a presidential executive order last year set the tone for positive change. But these partnerships must be reinforced by new laws in areas such as hiring, job classification, pay structures and employee performance evaluations.

Sturdivant pointed to seven success stories, including the General Services Administration — the first agency to sign a partnership agreement and where unfair labor practices and grievances have been reduced by 90 percent.

Sturdivant cited these other achievements by union workers since the introduction of the national partnerships:

- Eliminating overtime costs since the beginning of work teams and decreasing by 60 percent patient-processing time at the Department of Veterans Affairs in Des Moines, Iowa.
- Resolving equal employment cases and other complaints at the U.S. Mint in San Francisco, saving taxpayers $200,000.
- Establishing an alternative dispute resolution committee at the Naval Air Warfare Center, resolving employee complaints in lieu of formal grievance procedures.

Sturdivant also stressed it is time that federal unions were able to collect agency fees or fees for service.

"All our organizations work very hard for increases in pay and benefits for hundreds of thousands of federal employees who have never carried a union card," said Sturdivant, also noting how personnel actions detrimental to workers are headed off by union efforts. "It's time for people to stop getting a free ride."

Velazco and Tobias also emphasized the importance of non-dues-paying workers assuming financial responsibility for union services. The unions said they will press Congress and the administration for legislative action on the issue.

Under current law, all federal employees face the equivalent of living in a "right-to-work" state. Union security clauses are forbidden, so workers who decline to join a union make no contribution to the common cause, but the union is required to represent these free riders, no matter how expensive or protracted their their grievance or other procedure might be.

The unions say the ban on an agency fee diminishes their ability to pay for legal costs and training programs.

The fee-for-service proposal was included in a civil service package sent to the White House in January by the National Partnership Council.

The unions have been involved in discussions with the administration, but the provisions of the fee-for-service proposal have not been resolved. The administration hopes to have a civil service package ready for Congress later this year.

NAFTA panel hears of abuse, firings in maquila plants

In an early test of the labor provisions of the North American Free Trade Agreement, Mexican workers traveled to Washington to present evidence of flagrant abuses of their rights by U.S.-based corporations.

Workers from maquiladora plants operated by General Electric Co. and Honeywell Inc. told how union activities made them subject to harassment and dismissals in violation of Mexican law. They brought their message to officials of the U.S. National Administrative Office (NAO), which is in charge of responding to labor law violations under NAFTA.

Ofelia Medrano Sanchez, a 23-year-old production line operator at Honeywell's Chihuahua plant, was fired for not disclosing the names of fellow workers supporting the union's organizing efforts. She described a litany of unsafe working conditions, including exposure to toxic chemicals, lack of safety equipment and excessive line speed and overtime.

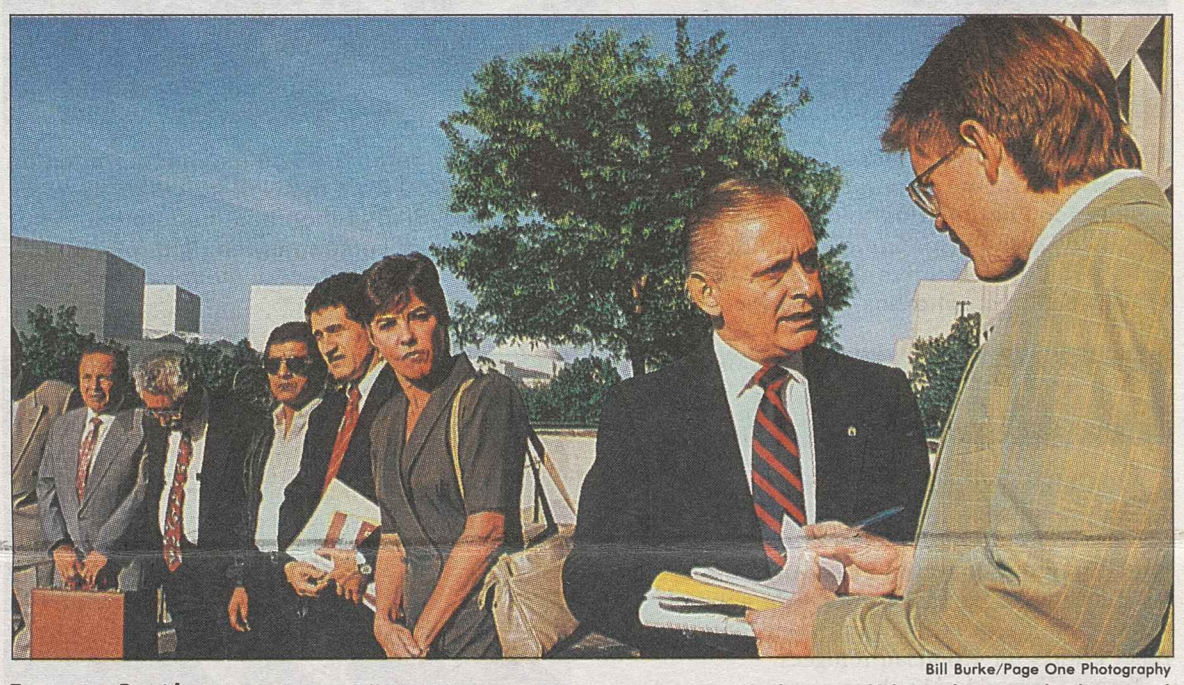
Fernando Castro was fired from his job at GE's Juarez plant after talking to a U.S. reporter on his day off.

The Teamsters, who filed the charge against the Honeywell plant, criticized the NAO during the Washington meeting for failing to hold hearings closer to Mexico, where available witnesses and evidence are located. That position was shared in a letter to Labor Secretary Robert Reich by more than five dozen members of Congress.

"We continue to urge you to conduct a field investigation and open hearings in the border region if you are really going to expose the truth," IBT President Ron Carey said.

Carey also labeled as "ridiculous" a conference being sponsored this month by the Labor Department on labor-management cooperation and productivity in North America. "It's ridiculous to be talking about 'cooperation' when working people who organize for a voice on the job are being fired without protection from their government," he added.

Officials of GE and Honeywell declined to testify in person at the hearing.



Bill Burke/Page One Photography

Teamsters President Ron Carey talks with reporters before hearing. At left is Amy Newell, secretary-treasurer of the unaffiliated United Electrical Workers, and other witnesses.

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UNION YES

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AFL-CIO NEWS

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Discarded Caterpillar parts pile up as UAW strike hurts quality and productivity. **See Page 5.**

Labor pledges to keep fighting for health care

'Shameful' 1994 result doesn't change urgency

By Rex Hardesty

Republicans and the business interests who fund them may have succeeded in beating back the campaign for comprehensive health care reform this year, but the issue will not die.

''The collapse of the health care reform effort is a harsh blow to working men and women and a shameful moment for Congress,'' AFL-CIO President Lane Kirkland said.

Still, the disappointment won't diminish labor's determination ''to win national health care reform that provides all Americans access to quality care at a price they can afford,'' Kirkland said.

''Workers and their unions have had that goal for generations and that effort continues right now in our work in the 1994 elections.''

Health care costs ''will continue to be the monster that ate the world,'' Kirkland told a meeting of the federation's Health Care Committee Sept. 26, the same day Senate Majority Leader George Mitchell (D-Maine) announced the demise of this year's legislative proposal.

Kirkland and other members of the committee praised the vigorous grass-roots union effort to pass legislation, while denouncing the forces that stood in the way of change.

''There is no doubt who blocked this historic opportunity at change: a coalition of hidebound Republicans dedicated to gridlock and some members of both houses and of both parties who are willing to do the bidding of special interests,'' Kirkland said.

Both looking back and looking ahead, Kirkland told the committee it had two areas to focus on: a careful assessment as to what can be done in the states and a re-examination of the overall union strategy with an eye to returning to labor's historic advocacy of a national health insurance (single-payer) plan.

''There is no evidence that market forces can cor-

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Cincinnati AFL-CIO photo

Cincinnati AFL-CIO Executive Secretary-Treasurer V. Daniel Radford leads the applause for retiring Sen. Howard Metzenbaum (D-Ohio) during a Labor Day rally. Labor has an uphill battle to help Democrat Joel Hyatt succeed Metzenbaum, who has a 94 percent COPE voting record.

Unions mobilize for key elections

By Michael Byrne

Union activists across the country are working to inform and mobilize voters for November elections that loom especially large this political season.

Working families are acutely aware that something must be done about the foot-dragging, finger-pointing crowd that has held up labor's agenda in the 103rd Congress. Even so, this year's coordinated campaign by the AFL-CIO Committee on Political Education faces daunting odds.

As usual, organized labor's political effectiveness will depend on the number of trade unionists who turn out to vote in November. This commitment traditionally has served to offset the huge financial advantage enjoyed by the business lobbies and their do-little minions in Congress.

''Your vote makes the difference,'' AFL-CIO President Lane Kirkland told trade unionists in a Get Out The Vote video produced for unions by the federation's Labor Institute of Public Affairs. ''It is of critical importance that you exercise that vote, that you help bring more friends and fewer enemies of working people to Washington.''

Votes by union members and their families in 1992 were instrumental in putting President Clinton in the White House. Now, with Republicans aligned to exploit a mid-term advantage, trade unionists must rally behind pro-worker candidates if there is any hope of gaining comprehensive health care, job safety and labor law reforms in the 104th Congress.

COPE Director Richard Walsh has issued an appeal to affiliated unions to assist the federation's coordinated campaign. Union activists who work in the coordinated AFL-CIO effort can legally contact all union members rather than just members of their own union.

Of the 22 Democratic Senate seats up for election,

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Cooperation, confrontation: two sides of labor relations

UAW, AM General help put workers on the cutting edge

By James B. Parks

In a unique four-year contract with AM General Corp., UAW members have gained a major role in designing new work systems needed for the company to remain competitive.

''If the workers are allowed to create a correct environment and have input into sales and marketing, they will build quality the first time,'' said Mike Cinal, chairperson of UAW Local 5 AM General bargaining unit. ''It gives them tools they need to find ways to improve and keep the price down. Companies that are able to do it will be survivors.''

AM General, located in South Bend, Ind., makes Hummer vehicles for the U.S. military. Rather than wait for the bottom to drop out at the end of the Cold War, Cinal said, the union took an active part in helping find commercial and civilian uses, foreign markets and other solutions to the challenges ahead.

Cinal said the local union used ''The New American Workplace,'' a report issued by the AFL-CIO in February, as a guide in its negotiations for a program that involves workers in planning.

The AFL-CIO report highlights the labor-management partnerships that increasingly have been forged over the past decade, which ''alter in the most basic ways the manner in which work is organized, businesses are managed, and labor and management treat each other.''

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Lawbreaking firms hauled into court by revived NLRB

By Candice Johnson

Under new activist leadership, the National Labor Relations Board has gotten tough with employers who violate the law, pursuing a number of court injunctions and bargaining orders to address serious misconduct.

It's a welcome relief from the employer delays, union-busting and myriad anti-union tactics tolerated by previous boards. Still, board and court appeals are lengthy and the remedy, back pay less any earnings, often is considered by employers just part of the cost of doing business.

Over the past several months, the NLRB has filed 64 petitions for injunctions under Section 10(j) of the National Labor Relations Act, the highest rate at any time in the 60-year history of the board. That compares with 42 injunction proceedings authorized in 1993 and just 27 in 1992.

Among those 10(j) injunction requests was the Sept. 16 filing against Sprint Corp., which shut down its La Conexion Familiar subsidiary in a blatant attempt to avoid a vote for representation by the Communications Workers.

In his Sept. 29 testimony before the President's Commission on the Future of Worker-Management Relations, NLRB General Counsel Fred Feinstein cited a few examples of positive outcomes resulting from the NLRB's increased use of injunctive remedies.

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ORGANIZING

AFA gains 1,900

Some 1,900 attendants at America West voted for representation by the Flight Attendants in a mail ballot directed by the National Mediation Board. It was the second election in five years and followed months of agonizing delays for attendants who wanted representation.

The NMB had ordered the second election after investigating charges of the airline's interference in a February 1989 vote. But a 1992 appeals court decision blocked the board from including a notice that America West's conduct "improperly interfered with employees' choice of representative."

In July 1993, a mediator ruled that the employee list from the original election should be used, a move the AFA disputed because fewer than 1,000 attendants from the original list were still flying with America West.

Instead, the AFA mounted a new drive, with attendants signing authorization cards, and filed for a new election in June. Attendants voted for AFA by 60 percent in September.

America West had sent out anti-union and anti-AFA videos — about 6,000 of them — and held captive-audience speeches. The carrier also continued to cut attendants' salaries and forced them to buy stock with at least 25 percent of their incomes. While the stock has lost most of its value, America West executives have gotten bonuses.

Also pending at America West is an election among 1,900 fleet service workers filed by the Transport Workers and a vote among 850 mechanics following a petition by the Teamsters. Pilots at America West voted for the Air Line Pilots last October.

Boilermakers 'Fight Back'

The Boilermakers' "Fight Back" organizing effort has resulted in new national and regional agreements with Sunland Construction Co.

The agreement also provides $1.6 million to 245 workers the construction firm refused to hire because they were union members, and another $500,000 to the union for its organizing and legal expenses.

The union had been seeking to organize workers at Sunland projects in four southern states since 1988. The National Labor Relations Board general counsel had issued a number of complaints against Sunland, but the union's charges will be dropped under the agreement.

Sunland agreed to sign a national recognition agreement, a regional contract with the union's southeastern and south-central regions with provisions covering the union's petrochemical and food processing operations in the south central states area.

CWA in NYNEX runoff

A runoff election will be held covering some 1,500 NYNEX workers in Massachusetts, Maine and Vermont following a National Labor Relations Board election in which no union received a majority of votes.

The Communications Workers will vie against "no union" in a ballot that will be conducted over the next few weeks, the board said.

Key issues in the campaign are layoffs and office consolidations.



Raymond Crowell/Page One Photography

Air Traffic Controllers, in Washington for a legislative conference, rally Sept. 29 at the Capitol to support formation of an air traffic control government corporation and to protest FAA plans to contract out smaller airport towers.

Unions called key to settling disputes

By James B. Parks

Revitalizing the system of worker representation is the best way to guarantee that employees, both union and non-union, are able to redress their grievances against an employer, the AFL-CIO told the Dunlop Commission.

Alternative dispute resolution (ADR) schemes do not give non-union workers more access to a fair hearing, but instead make it more likely that they will face retaliation, high legal fees and little recourse if they lose, said AFL-CIO Vice President Gloria T. Johnson, a vice president of the Electronic Workers and president of the Coalition of Labor Union Women.

"Employees unionized independent of employer influence or domination will have the power to bargain for favorable workplace conditions," Johnson said. They can serve as "ombudsmen identifying health, safety and other workplace problems, and effectively use arbitration."

"A strong collective bargaining system, in empowering workers to solve significant workplace problems through private negotiation and contract enforcement, will reduce their need to resort to public law to vindicate their rights," she said.

The commission was examining how to increase the resolution of workplace problems without resorting to time-consuming and expensive court or federal regulatory systems.

The generally suggested solution — arbitration — will not work because it does not eliminate the fear of retaliation or loss of a job. Only the strength and resources of a union can overcome that fear, she added.

She also noted problems for non-union employees who lose the power of state and federal agencies and for low-wage employees who cannot afford legal fees.

Beth Shulman, vice president of the Food and Commercial Workers, told the commission that having a law on paper that provides remedies for workers with a grievance is useless if the workers do not have the resources to pursue their case.

They need the advice, resources, expertise and safeguards that unions provide, Shulman said. "What they need is representation, discovery and a fair process, not only on paper, but in reality."

The Sept. 29 hearing was the last for the panel, formally called the Commission on the Future of Worker-Management Relations. In the three previous hearings, the AFL-CIO strongly argued for major changes in current labor-management relations.

Secretary-Treasurer Thomas R. Donahue told the commission Sept. 8 that current labor laws foster conflict, stifle cooperation and thwart effective collective bargaining and must be overhauled completely.

"Nothing less than a fundamental reworking of the National Labor Relations Act will make representation accessible to all workers and nothing less will enable employees to participate on an equal basis through collective bargaining in the decisions which critically affect their working lives," Donahue said.

David Silberman, director of the AFL-CIO Task Force on Labor Law, told the panel Aug. 10 that the federation, after "much soul-searching," supports a new form of representation in workplaces where there is no union and a minority group of employees desire representation.

These workers should be allowed to form an organization and select representatives to discuss the terms and conditions of employment with the employer, he said. Under current labor law, workers have no opportunity for any representation if the majority does not vote for a union.

On July 25, labor representatives called for regulations to protect contingent workers.

AFL-CIO General Counsel Laurence Gold told the commission that the employer who controls the conditions of work should be responsible for assuring compliance with federal law. That responsibility should be clear, he said, whether the workers are technically employed by the business or by a temporary employment agency, an employee leasing company, a subcontractor or some other firm.

The commission is chaired by former Labor Secretary John T. Dunlop. It issued a fact-finding report on June 2 and will make its recommendations later this year.

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Labor health care drive lives on

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rect our national health care problem,'' Kirkland said. ''Health care is a right and must be guaranteed to each individual — a responsibility most other developed nations meet.''

Labor switched to the ''play or pay'' (employer mandate) concept, Kirkland said, because it was a better bet to win the necessary allies for enactment, including employers. The effort failed not because the strategy was faulty but because ''the employers went south.''

Employers deserted the concept of fair financing through employer mandates, refusing to stand up to the chiselers among them who wanted to maintain their advantage of denying health benefits to their employees.

And that means grave danger ahead, Kirkland said.

''The success of the obstructionists in the 103rd Congress can serve only to embolden more employers to follow the lead of the least responsible among them and dump the obligation to provide health care for their workers.''

In addition to the collapse of effective employer support, the second blow to the original Health Security Act was a Congressional Budget Office analysis that called the employer mandate the equivalent of a new tax. It was congressional fear of new taxes that labor had sought to avoid by moving to the managed care plan with an employer mandate.

Public fears also were fed by apocalyptic and misleading advertising injected by the major opponents of reform, the insurance and pharmaceutical interests who poured massive sums of money into the anti-reform effort.

By the time Mitchell pulled the plug as the end of the session neared, the AFL-CIO was among those calling for no action. What was left in the Senate at the end of the session was the so-called ''Mainstream Coalition'' plan that is actually a step backward.

Thus, labor rejected that bill as a starting point for next year's debate because of its tax on health benefits and a minimalist approach to reform.

The AFL-CIO will monitor any health care reform positions that might come from individual states as part of the federation's continuing strategy for reform, but ''health care reform remains a national problem that needs national solutions,'' said Gerald Shea, AFL-CIO employee benefits director.

Unionists should be proud of their input into solving a national problem, Kirkland said. ''It's been a tough undertaking, but one that I thank you for.''

The federation's grass-roots campaign, directed by Shea and field coordinator Charles Stott, engaged unionists in a wide variety of activities that included educational sessions, face-to-face meetings with members of Congress, direct mailing, phone banks and other grass-roots activism.

The effort was hailed as innovative and among labor's best. But it ended as the equivalent of a very successful surgery marred by the fact the patient died.

Kirkland: Politics endangers safety net

By Mike Hall

AFL-CIO President Lane Kirkland told the President's Bipartisan Commission on Entitlement and Tax Reform to ''stick to the problem — resolve the health care crisis and you resolve this so-called entitlement crisis for a good many years.''

Kirkland said it was unfortunate that the issue of social spending is ''so easy to demagogue, with 'entitlements' cast as Godzilla and scaring the wits out of people.''

''The problem is not with Social Security, railroad retirement or unemployment insurance,'' Kirkland said. ''Those funds show a surplus of some $100 billion. The problem is with Medicare and Medicaid.''

Kirkland said a health care plan that controls costs would solve the Medicare and Medicaid problem, but ''unfortunately Congress has refused to take on the special interests whose stock-in-trade is defending their income stream by trashing any serious cost-containment proposal.'' With defeat of health care reform, ''the chance of dealing with the number one problem in entitlement spending'' was squandered.

Instead of attacking social insurance programs, the commission should examine the myriad tax loopholes available to the wealthy and corporations that drain billions from the nation's treasury, he said.

The commission has been reviewing entitlement programs and their impact on the nation's fiscal future. As such, the panel is in a position to offer some sober leadership on the subject of public debt and budget deficits, Kirkland said.

But some partisan groups have used the opportunity to attack many of these longstanding programs. That ''course almost always leads to bad policy. And that, I fear, is what we might end up with,'' he said.

Kirkland offered this perspective:

- Beginning after World War II, the federal deficit was gradually reduced from two-thirds of annual output to one-third, until the 1980s when the ''supply siders'' intentionally ran it back up to two-thirds.
- The retirement of the baby boom generation will require additional money in 30 or 40 years, ''but we can deal with those problems, too, just the way we dealt with the Social Security benefit crisis'' in 1983.

Kirkland and commission chair Sen. Bob Kerrey (D-Neb.) agreed that the demise of meaningful health care reform legislation only aggravates the deficit problem, and controlling health care costs would be a significant step toward solving the nation's deficit problem.

''The reason deficits are projected to rise in the relatively near term is that health care costs are out of control,'' Kirkland said. If a tough health care cost-containment bill had been passed, ''Essentially, the deficit problem would be solved. You could declare victory and go home,'' Kirkland said.

Kerrey said before the hearing that the commission's preliminary research and findings were based on the assumption that some form of health care reform would have been approved. He said the death of health care reform in this session of Congress will make the panel's entitlement recommendations more difficult and leave less time for its tax reform recommendations.



''Resolve the health care crisis and you resolve this so-called entitlement crisis for a good many years.''

— Lane Kirkland

A major attack on the deficit should come through tax reform. If the commission wants ''to shore up the country's fiscal future and finance public investment, why not look at some of the tax loopholes provided to the wealthy?'' he asked.

He suggested taxing capital gains at the same rates as ordinary income, reducing tax preferences for inherited wealth, eliminating tax provisions that reward companies for moving American jobs overseas and several other changes in the tax laws that favor the wealthy and corporations over working taxpayers.

Also appearing before the commission, Postal Workers President Moe Biller attacked portions of the panel's preliminary report that suggested postal and federal worker retirement programs were a major contributing factor to the cost of entitlements.

Biller said the Federal Employees Retirement System is ''a completely pre-funded annuity program retirement. It is inaccurate and unfair to treat federal and postal retirement as part of'' an entitlement problem.

He also noted that postal retirement is part of a compensation package negotiated with the United States Postal Service, not with the federal government. ''We have bargained for an earned-out compensation. It is not a government entitlement program,'' he said.

CAPITOL DIGEST

Despite strong bipartisan support for the bill, three Republican senators have vowed to keep the Senate from considering the Maritime Security and Reform Act as the congressional clock ticks toward adjournment.

The House of Representatives approved the bill Aug. 2 by a 294-122 margin. Just hours before the Senate Commerce, Science and Transportation Committee was scheduled to mark up the legislation and send it to the floor, however, Sen. Larry Pressler (R-S.D.) invoked a seldom-used rule to block the committee's action. Opponents also threatened to delay action on the bill by offering more than 100 amendments.

The opponents initially had objected to a funding provision in the bill they claimed would increase the tonnage duties paid by grain shippers. Although those provisions were revised to alleviate the problems, Pressler vowed to continue to fight the bill.

The Clinton administration and Congress are attempting to reverse the U.S. maritime industry's decline before it undermines the nation's strategic sealift and economic security.

Without action, thousands of shipboard and shipyard jobs could be lost. Already, two of the largest U.S.-flag shipping companies have applied to the Maritime Administration for permission to reflag more than 20 American ships under a foreign flag. Domestic shipyards have suffered tremendously from massive defense cutbacks and lost commercial work because of the huge subsidies foreign governments pay their shipbuilders.

Inconsistent maritime policies over the past decade have cost more than 150,000 shipbuilding jobs and tens of thousands of related industrial positions as one-third of the major U.S. shipyards have shut down and the others have reduced their work forces substantially. The American-flag merchant marine has fared no better. With 384 registered vessels in 1993, it had sunk to 17th place internationally after once having the world's largest fleet.

H.R. 4003 would establish a Maritime Security Fleet that would be made available to the military in wartime, create incentives to promote commercial construction in U.S. shipyards, streamline regulations that have impeded the competitiveness of the U.S. maritime industry and create a program to extend operating assistance to U.S.-flag commercial vessels for another 10 years.

Elsewhere on Capitol Hill:

JOB TRAINING — Workers in local employment service offices should be consulted and allowed to play a major role in any restructuring of the nation's education, training and labor market programs, AFSCME President Gerald W. McEntee told the Senate Labor and Human Resources Committee.

The committee was examining the so-called one-stop, customer-friendly employment service the Clinton administration has proposed.

''Frontline workers...must be involved at the earliest stages of any restructuring,'' McEntee said. ''Any reform effort that fails to recognize this basic principle will lose the unique expertise and knowledge of the people who actually provide the services.''

TRUCKING REGULATION — The Teamsters, along with a broad coalition of state and local governments, transportation groups and regulatory agencies, are opposing federal efforts to end state regulation of the trucking industry. A proposal to end such regulation was included as an amendment to an unrelated airport funding bill passed earlier this year.

IBT President Ron Carey called the move a ''back-door effort'' to avoid a full and open debate on the issue. The coalition is seeking to delay the action for one year to allow a thorough study of the issue.

''The corporate special interests don't want an open debate on the issue. What are they afraid of, what have they got to hide?,'' Carey asked.

FIRE FIGHTERS — An advisory council to assess the nation's fire safety needs could be created as part of legislation reauthorizing the U.S. Fire Administration. Fire Fighters President Alfred K. Whitehead told a House subcommittee that it has been more than 20 years since the last landmark fire safety study, and it is now time to ''assess what progress has been made.''

Labor applauds indoor air rule, with reservations

By Candice Johnson

The Occupational Safety and Health Administration has issued a long-awaited proposal governing indoor air quality.

In written comments, the AFL-CIO applauded OSHA's effort to develop a standard "to protect workers from the adverse health effects associated with poor indoor air quality." The need for such a rule has been well documented, the AFL-CIO noted, citing congressional hearings, petitions to the agency and other sources.

The federation raised some concerns about the proposal in its written comments, and will testify on the rule next month.

The proposed rule addresses indoor air quality in non-industrial settings and environmental tobacco smoke in all indoor workplaces.

If adopted, the rule would require employers at all non-industrial indoor workplaces to develop an indoor air quality compliance program and implement it through inspection and maintenance of building systems, including heating, ventilation and air conditioning. Employers also must develop a process to respond to complaints, for the use of hazardous chemicals and to address such periodic indoor air hazards as painting, repairs and other renovation work.

Also under the rule, employers would designate an individual to be responsible for investigating and resolving indoor air quality complaints and to carry out periodic maintenance and upkeep of the building systems. The rule also covers recordkeeping and other provisions.

The AFL-CIO has outlined some recommendations that would clarify and strengthen the rule. These include:

- Investigation and remediation in response to cases of "sick building syndrome" and complaints about poor indoor air quality.
- A clearer breakdown of the responsibilities of various employers in buildings.
- More explicit requirements for investigation, recordkeeping and remediation of indoor air quality problems.

The AFL-CIO is proposing a broader delineation of "building-related illness," one that would include "sick building syndrome" under requirements for investigation, recordkeeping and remediation.

"Signs of sick building syndrome are well-documented and widely recognized as a common health effect of poor indoor air quality," said Peg Seminario, AFL-CIO safety and health director. "These signs should be enough; we don't have to wait for people to get seriously sick."

Seminario also noted that while environmental tobacco smoke is a hazard, there are additional serious indoor air quality problems that must be addressed.

OSHA will hold several months of hearings, with the AFL-CIO, affiliated unions, corporations and other organizations scheduled to testify.

JOB SAFETY

USWA presses rail standard

The Steelworkers are pressing the Occupational Safety and Health Administration to "jump start" efforts to gain a standard to protect workers on in-plant railroads.

Injuries on rail operations in steel plants have killed 33 workers over the past 14 years and are a leading cause of death for workers in the industry, the USWA said.

A USWA report found that in-plant transportation workers represent just 2 percent of the total steel industry workforce, but suffer 13 percent of all steel plant fatalities.

Energy plant oversight studied

The Energy Department is meeting with the Occupational Safety and Health Administration over plans to transfer oversight of DOE work sites, but no timetable for the transfer of that responsibility has been set.

In the meantime, DOE is working to improve its monitoring of workers' health, the agency told a House Energy subcommittee. DOE has begun working with the National Institute of Occupational Safety and Health and public health officials to better address the health concerns of employees who work in nuclear weapons facilities and face exposure to other toxic substances.

But Sheldon Samuels, executive vice president of the Workplace Health Fund, said DOE is ignoring workers at serious risk of occupational disease. Other workers have been harmed because the workers' compensation programs in many states do not take into account the long latency period of most occupational diseases, he added.

Training guidelines issued

The Occupational Safety and Health Administration has issued guidelines for more effective training of workers involved in hazardous waste and emergency response situations.

OSHA also has published new information on personal protective equipment for workers, including revisions to the PPE standard that covers 11.7 million workers in the industry. A free copy can be obtained by sending a self-addressed label to the OSHA Publications Office, Room N-3101, 200 Constitution Ave., N.W., Washington, D.C. 20210.

OSHA cites warehouse

Exel Logistics Inc., a Methuen, Mass., warehouse, was cited by the Occupational Safety and Health Administration for ignoring employee injuries caused by repetitive work and heavy lifting. OSHA has proposed fines of $58,500.

OSHA has not yet developed a standard governing ergonomic hazards, but it cited the company under the "general duty" clause, which requires employers to provide a workplace free of recognized hazards likely to cause serious illness or injury.

The company was notified two years ago, following an inspection and review of records, that the firm's rate of back injuries was significant, but Exel took no action.



Carpenters photo

Avondale electronics technician Ray Stewart describes a fatal accident he witnessed at the yard to an August meeting called by the Avondale Workers Health and Safety Committee.

Shipyard deadly place for workers

By Greg Kenefick

Sometime around 9:45 p.m. last April 14, forklift operator Karl Erik Favorite, 46, fell through an open pier into a drainage area at the Avondale Shipyard in Metairie, La., struck his head and died.

A little more than a month later, two other employees were working on a barge at the yard while a load of steel plate was being moved by a crane. When the employees backed away from the load, they both fell off the barge and into the water. One of the workers struck his head on steel plates lining the river bank and was killed.

Those were the 32nd and 33rd deaths at the Avondale facility, according to Occupational Safety and Health Administration records — the 11th and 12th fatal accidents in a dozen years at the shipyard, which covers thousands of acres along the Mississippi River.

In late August, prodded by a 40-member employee safety committee at the shipyard, OSHA began an inspection of Avondale. So far, however, the OSHA inspection has been a far cry from the wall-to-wall inspection the committee requested. Workers complain of delays and timidity by the regional OSHA.

Statistics compiled by the Carpenters Health and Safety Fund indicate a death toll at the 5,000-employee shipyard "way out of proportion to industry standards," said Steve Perry, a representative for the Carpenters who has been assisting the employee committee.

Workers formed the safety committee after months of frustrating delays stalled recognition for the AFL-CIO Metal Trades Council, which they chose as their representative in a National Labor Relations Board election. They have been assisted by representatives of Metal Trades unions working with the organizing committee. Results of a June 1993 representation election are likely to be held up for several more months.

The organizing committee also is pressing ahead with an investigation of Avondale's administration of its employee stock ownership plan (ESOP). A union-aided demonstration last May solicited shareholder votes in opposition to hand-picked board candidates and sought public disclosure of company transactions.

Even after the inspection got under way, workers at the yard complained that OSHA inspectors appear intimidated by Avondale officials accompanying them on their rounds. Other inspectors are unfamiliar with shipyard safety problems.

Shortly after OSHA began looking around the yard, the company took one particularly unsafe forklift out of service and rented a new one — presumably for the duration of the inspection, said Mike Boudreaux, a member of the committee.

An electrician had been ordered to disassemble the control box on a crane so OSHA could not inspect the brake system, Boudreaux added. Cranes and their braking systems have figured in several major accidents at Avondale in recent years.

Avondale specializes in building and repairing Navy vessels. Albert Bossier, chief executive officer of the company, boasts that the yard is the "most productive shipyard in the country." Many of the company's 5,000 employees believe it got that way by cutting corners on safety.

Shipyards of similar size and activity have experienced fatality rates less than half that at Avondale during the same period. National Shipbuilding in San Diego, for instance, reported six deaths between 1982 and 1994. Newport News in Virginia had four and Ingalls Shipbuilding in Mississippi had five.

Despite Avondale's death rate, OSHA never launched a traditional surprise investgation on its own accord. In fact, between February 1989 and January 1993, Avondale enjoyed a special relaxed OSHA status under the Voluntary Compliance "Star" Program that was part of the vaunted Reagan-era plan to permit employers to enforce OSHA standards while OSHA inspectors merely reviewed company records.

During the four years Avondale enjoyed its Star status, three more workers died.

Phil Miller, an international representative of the Plumbers and Pipefitters who heads the Metal Trades organizing campaign within the yard, says Avondale routinely covers up serious accidents. By restricting access by outside sources, Avondale officials can clean up incriminating evidence before OSHA inspectors arrive, Miller said.

"Workers never die at the yard. The death certificates always say they died on the way to the hospital or at the hospital," Miller said.

UNION NEWS

BARGAINING

UAW strikes Buick plant

About 12,000 UAW members walked off the job Sept. 27 at General Motors Corp.'s Buick City complex in a dispute over staff size and workloads. The strike almost immediately shut down production at two other GM plants and others will close unless the strike is settled.

The key issue in the dispute is GM's reluctance to hire new permanent employees. With demand for autos high, the workers have worked significant amounts of overtime. The union said the pressure to speed up work and put in extra hours is threatening worker health and safety.

"This strike is not about overtime," UAW Local 599 President Dave Yettaw said. "This is about the health and safety and protection of our members."

There are 25 factories at the mile-long complex in Flint, Mich., where workers manufacture Buicks and Oldsmobiles. Analysts say a long strike could affect GM production since the complex supplies parts to almost all of the company's domestic factories.

At least 6,500 workers at GM's Lansing car assembly body and Lansing chassis facilities shut down operations Sept. 28 after the second shift exhausted its supply of parts.

UFCW makes Meyer offer

In an effort to get talks under way in its seven-week strike against the Fred Meyer store chain of Portland, Ore., the Food and Commercial Workers offered to revise its key contract proposal.

UFCW Local 555 President Ken MacKillop announced the union would modify its request that 60 percent of the work force be scheduled fulltime, down to 41 percent. Seniority scheduling and the 60 percent guarantee have been major points in the strike by about 7,000 clerks and meatcutters.

Both sides are meeting with federal mediators and the union hopes the talks will resume soon, according to Rick Sawyer, the local's director of membership services.

The strike began Aug. 18 when the employees walked out after failing to reach agreement on a new contract with the Food Employers Group, a multi-employer association. The union selected Meyer as its target in the strike.

HERE deals in Atlantic City

By a 5-1 margin, members of the Hotel Employees and Restaurant Employees ratified a new five-year agreement with Atlantic City casinos that calls for wage increases for top-scale workers in each year and a general increase in the first year.

The contract covers 11,000 workers at 11 casino hotels that bargained through the Casino Association of New Jersey. A spokesman for HERE Local 54 said the union hopes to negotiate similar pacts with two other hotels, the Claridge and the Trump Regency.

The agreement provides for an across-the-board raise of 3.2 percent for all employees effective in September 1994. Top-scale employees will receive subsequent raises of 3 percent in 1995 and 1996, 3.2 percent in 1997 and 4 percent in 1998.

Under the prior agreement, waiters and waitresses earned a top rate of $5.65 an hour while store room clerks and bus persons made $10.59 and relief cooks $15.14. The workers also will continue to receive fully paid health care insurance, the union said.

Detroit Diesel pact sealed

The UAW ratified a new four-year contract covering 2,125 workers at Detroit Diesel Corp. in Redford, Mich.

The pact calls for a lump-sum payment in October equal to 5 percent of a worker's take-home pay, a wage increase of 3 percent in 1995 and lump-sum payments of 3 percent in 1996 and 1997.

In addition, skilled workers will receive a one-time, hourly increase of 55 cents retroactive to Aug. 26. Prior to the new contract, the average hourly pay rate for all Diesel employees was $17.92.

"Our membership has shown its confidence in our cooperative direction by approving the agreement," said Jim Brown, shop chairman for UAW Local 163. Detroit Diesel designs, manufactures, sells and services heavy-duty diesel engines.



UAW photo

Discarded Caterpillar parts stack up in a Peoria, Ill. junkyard, the product of work by inexperienced managers who have replaced skilled union workers on strike since June 21.

Caterpillar scabs can't cut it

By James B. Parks

The UAW's strike against Caterpillar has taken a heavy toll on the company. Production has been cut, deliveries are slow and mistakes have become commonplace. The company also has run afoul of the Occupational Safety and Health Administration.

Caterpillar recently shipped six of the wrong diesel engines to Ford Motor Co.'s truck plant in Louisville, Ky., and blamed the error on the strike, according to published reports.

The error, which cost Caterpillar $16,000, was caused because the "persons responsible for interpreting the Ford spec numbers were temporarily assigned to the factory. Also, the person double-checking Ford spec numbers was temporarily assigned to the factory," according to an internal company memo uncovered by the Peoria Journal Star.

Caterpillar has assigned managers to work in the factory to replace some of the 14,000 striking workers who walked out 15 weeks ago to force the company to negotiate.

By the time the error was corrected, it had fouled up Ford's production line, a Ford official said.

Meanwhile, James Mersinger, chairman of UAW Local 833 and a mechanic at K&M Maintenance Services, reported in a letter to UAW Secretary-Treasurer Bill Casstevens, head of the UAW Caterpillar Department, that K&M is witnessing "a steady decline in Caterpillar's service and parts departments, production and technical support."

K&M repairs the cranes and fork lifts used to load and unload ships at the Philadelphia Naval Shipyard.

These foulups "are just the tip of the iceberg," said UAW Local 974 President Jerry Brown. "It proves what we've been saying, they can't produce quality equipment without their skilled and experienced work force." Industry analysts said continued problems such as the Ford mixup could be detrimental to Caterpillar's business.

Meanwhile, OSHA plans to take legal action against Caterpillar following the company's decision to bar the agency and a UAW representative from inspecting a company plant in Mossville, Ill.

Peggy Zweber, Peoria area director of OSHA, said OSHA inspectors, together with a UAW representative, were denied entry to the Mossville plant Sept. 12 and Sept. 13 because Caterpillar was opposed to UAW participation in the inspection. She said the company's actions violate the Occupational Safety and Health Act, which permits employee representatives to accompany OSHA during safety inspections.

After being denied entry to the Mossville facility on Sept. 12, OSHA inspectors and the union official returned the next day with a warrant from federal Magistrate Judge Robert J. Kauffman. The inspectors and the union representative again were turned away in defiance of the warrant, Zweber said.

The OSHA inspection is tied to a complaint filed by the UAW shortly before the strike began. At the time, the union complained that heavy equipment at the Mossville plant was not being inspected regularly.

The UAW said Caterpillar has previously barred the union from plants during OSHA safety inspections.

Meanwhile, the National Labor Relations Board has issued four more unfair labor practice complaints against Caterpillar, bringing the total to 101. The latest complaints stem from company efforts to reprimand workers for union activities.

HERE breaks new ground in S.F. hotel pact

Negotiating around the clock to avert a strike, Hotel Employees and Restaurant Employees Local 2 reached an innovative "living contract" with 12 of San Francisco's largest hotels that breaks new ground in worker-management cooperation.

Local 2 President Mike Casey said the contract is an ongoing document that "gives employees the right to raise issues and it gives employers the ability to make changes in the contract with union agreement."

In an effort to thwart the adversarial grievance arbitration system, the union and management agreed to establish joint problem-solving teams to resolve disputes concerning hotel operations.

The agreement, covering 3,000 workers, was reached Sept. 12 and replaces contracts that generally expired Aug. 14. It increases pay for non-tipped workers by $1.75 per hour over the life of the contract, an increase of slightly less than 3 percent per year for the average employee, who makes about $10 an hour. Tipped workers, such as servers, will receive a complicated set of wage and bonus increases.

Pension benefits will increase roughly 50 percent and workers will gain dental, child care and elder care benefits.

Among the innovations is health care coverage for domestic partners, which is negotiated infrequently in the private sector. "We're very proud of breaking out of the traditional bread-and-butter issues," said HERE Local 2 spokesperson Lisa Jaicks.

Many public sector unions have extended benefits to include domestic partners. Last year 350,000 public employees in New York were granted domestic partners coverage. Other cities, including San Francisco, Seattle and Berkeley, Calif., also extend coverage to domestic partners of public employees.

Casey also was pleased with a provision that replaces sick pay with paid time off. Previously, a worker with 12 sick days could carry over only a few to the next year and could not use them for other personal needs. Under the new system, paid time off can be used for any purpose, carried over in full from year to year and cashed out at any time.

Hotel owners also agreed to pay severance, retraining and unemployment benefits for any workers laid off when a hotel is sold to a non-union employer. This will create a strong incentive to keep hotels in the union fold, said Casey.

Union workers also will be protected by a clause preventing subcontracting of any hotel food and beverage concessions to non-union operations.

The participating hotels include the ANA, Fairmont, Four Seasons Clift, Handlery, four Holiday Inns, Hyatt Regency, Grand Hyatt, Sheraton Palace and Westin St. Francis. Negotiations continue with the Hilton, Stanford Court, Mark Hopkins, the Sheraton at Fisherman's Wharf and the Cathedral Hill.

COURTS

Asbestos settlement OK

The AFL-CIO has endorsed a second proposed asbestos settlement, this one involving a Texas class action lawsuit.

In a letter to the presidents of affiliated unions, AFL-CIO President Lane Kirkland and Building and Construction Trades Department President Robert A. Georgine said the proposed settlement in Ahearn vs. Fibreboard, pending in Tyler, is a ''fair and reasonable approach to the resolution of the asbestos compensation issues presently addressed in the tort litigation system.''

The parties in the case have agreed to authorize the AFL-CIO to select a member of the panel to administer the settlement, guaranteeing that ''the labor movement will have an active role in assuring the fair and proper implementation of the Fibreboard asbestos claims adjustment process,'' Kirkland and Georgine said.

Like the earlier Georgine vs. Amchem case, this suit was brought by workers exposed to asbestos. While this case is different in ''distinctive'' ways, the proposed settlement is a good one, the letter said.

Electromation rule upheld

A federal appeals court has upheld the National Labor Relations Board's decision that employee committees at Electromation Inc. were illegally dominated by the employer.

The U.S. Court of Appeals for the 7th Circuit ruled that the NLRB was correct in deciding that ''action committees'' at Electromation were designed by the company to function as unions and that the company dominated the groups, both violations of the basic federal labor law, the National Labor Relations Act.

The section of the federal labor law that forbids such groups was designed to prevent employers from creating company unions. The legislative history makes clear, the AFL-CIO and others have argued, that legitimate employee committees in which workers have a real voice are legal. The committees at Electromation and at Dupont, a subsequent NLRB case, clearly were not.

The case arose when the Elkhart, Ind., company formed the committees in January 1989 during a Teamsters organizing campaign, ostensibly to help solve workplace issues.

Picketing law struck down

In a victory for the Food and Commercial Workers, a federal judge has declared unconstitutional a Valdosta, Ga., law that limited public assembly and picketing.

UFCW Locals 442 and 1063 challenged the city ordinance after union picketers were stopped by police in front of a Publix Supermarket in the Valdosta Mall shopping center. After being given a permit, they were limited to picketing at two of the shopping center's seven entrances.

The ordinance declared all streets, roads, highways, sidewalks, driveways and alleys and all public areas except parks to be off-limits to public assemblies. It also banned public assemblies before 8 a.m. and after 11 p.m.

U.S. District Judge Wilbur D. Owens Jr. ruled the law ''sweeps far too broadly.'' The law's provisions were unconstitutional, Owens said, because they placed ''an impermissible time, place and manner restriction'' on the First Amendment exercise of free speech and assembly.

N.Y. projects stymied

New York officials are deciding whether to appeal a state Supreme Court decision that state laws on competitive bidding rule out pre-hire agreements.

The court held that the pre-hire agreements requiring the use of union tradesmen discourages competition ''by deterring nonunion bidders, and fostering favoritism by dispensing advantages to unions and union contractors.''

The rulings affect two projects, the $130 million, four-year renovation of the Tappan Zee Bridge and the $170 million, five-year hospital expansion near Buffalo.

The project agreements were approved by the state this spring. The U.S. Supreme Court upheld the union-only Boston Harbor agreement.

UFCW vindicated at Monfort

$10.6 million back-pay award ends bitter fight

By Candice Johnson

The Food and Commercial Workers were vindicated in two meat packing plant back-pay settlements negotiated by the National Labor Relations Board, including a $10.6 million award in the 12-year-old case against Monfort Inc. of Greeley, Colo.

Some 1,850 members of UFCW Local 7 at Monfort recently won a first contract that provides improvements in wages, grievance procedures and job safety and health over the next three years, as well as a union security clause.

The Monfort workers sharing in the settlement were employed by the meatpacker until 1980, but were refused jobs when Monfort resumed operations at the Greeley plant in 1982 because management feared they would support an organizing campaign begun by the UFCW.

The settlement is the fourth largest back-pay case in NLRB history and ''ends one of the nation's most bitter and litigious labor disputes,'' NLRB General Counsel Fred Feinstein said.

At Lundy Packing Co. in Clinton, N.C., six workers fired during a 1992 organizing drive will share $96,000 in back pay. The company also agreed to reinstate one of the workers who wanted to return to work. Four other workers will receive back pay awards for wages withheld because of illegal disciplinary actions by the company, the union said.

Workers at Lundy voted last year for representation by the UFCW and Operating Engineers. The two unions were certified last month.

''We hope the settlement agreement marks a new beginning for worker-management relations at Lundy,'' said UFCW Vice President Joe Hansen. ''The workers are looking forward to negotiating a first contract with management based on mutual respect that will help the workers and the company.''

The Monfort case, covering 258 former workers, began when the UFCW filed a petition for an election to represent the Monfort workers in 1982. The Greeley facility had been reopened following a strike and shutdown in 1980.

The election held in 1983 was tainted by the company's misconduct and discrimination against union supporters, the union charged in complaints that were upheld throughout the company's appeals to the NLRB and in federal court.

In 1992, the NLRB ordered Monfort to offer to reinstate all workers who would have been hired beginning in March 1982 if management had not been practicing discrimination against union supporters. A new election was also ordered.

That order was upheld by a federal appeals court, which ordered Monfort to provide the union an Excelsior (list of current employees) list, permit union access to non-work areas and allow union representatives equal time to combat captive audience meetings.

A year later, Monfort still was refusing to comply with the court orders requiring it to stop its discrimination and retaliation against union supporters. Both the company and top officers were slapped with fines — $25,000 per violation and $2,500 a day for the company and $1,000 per violation and $300 a day against its top executives.

The UFCW won the new election in April 1993 and contract talks begun earlier this year produced the collective bargaining agreement.

The new contract provides an immediate 75-cent hourly increase, plus a retroactive pay raise for workers on board prior to September 1993.

Labor: End sex-orientation job bias

By James B. Parks

The AFL-CIO has joined its civil rights allies in supporting legislation to end employment discrimination based on a worker's sexual orientation.

''It is a fundamental principle of the AFL-CIO that civil rights be extended to all citizens in a democratic society,'' Civil Rights Director Richard Womack told a Senate Labor and Human Resources Committee hearing.

The AFL-CIO's 1983 convention called for legislation to end discrimination against workers because of their sexual orientation.

''We believe that it is the responsibility of trade unions to guarantee that workers be judged on their work and not by irrelevant criteria that address their private lives. Dismissal, harassment and intimidation of workers for reasons unrelated to their job performance is an employer tactic well known to the labor movement,'' Womack said.

Title VII of the 1964 Civil Rights Act bans discrimination against workers because of race, sex, religion or national origin, but does not mention sexual orientation.

If the law were changed, Cheryl Summerville might be able to get her job back and Ernest Dillon might be able to feel some sense of justice.

Summerville, a reliable, well-liked, award-winning cook at an Atlanta-area restaurant, was fired after the company instituted a policy saying that all employees had to be ''normal'' heterosexuals. Summerville was fired because she is a lesbian, a fact repeated on her termination notice.

Supervisors ignored the complaints of Detroit mail handler Ernest Dillon that he was being harassed by a fellow worker for being gay. The harassment finally turned violent and Dillon's nemesis beat him unconscious, leaving injuries that required stitches and causing him to miss work for three weeks.

Although his attacker was terminated, Dillon still had to endure taunts from other workers for four more years. He finally quit the job and sued for discrimination. While the courts sympathized with Dillon's plight, the judge said the law required him to throw out the case.

''It is time to stop this blatant workplace discrimination,'' Womack said. ''Workers in all occupations have been fired, and continue to be fired, because they are gay or lesbian. Workers should not live in fear of losing their jobs or being denied promotions because of their sexual orientation. That should be against the law.''

The Employment Non-Discrimination Act, S. 2238 and H.R. 4636, was introduced by Massachusetts Democrats Sen. Edward M. Kennedy and Reps. Barney Frank and Gerry Studds. The bills would extend fair employment practices to persons no matter their sexual orientation, the same as it does to persons regardless of race, gender, national origin, age and disability.

The bills would not require an employer to provide benefits for the same sex partner of an employee, Womack said. ''This is something that many of our unions have collectively bargained for and they will continue to do so,'' he said.

The AFL-CIO and several affiliates have endorsed the bills, along with the Leadership Conference on Civil Rights, which includes the federation and the major traditional civil rights groups.

IBT pickets for locked-out Hertz workers

The Teamsters picketed Hertz Corp. car rental services at airport car rental desks in Washington, Philadelphia and Buffalo and Syracuse, N.Y., to support 41 locked-out Hertz workers at Pittsburgh International Airport.

The dispute centers on the company's demand for changes in the health care package and on job security issues. The previous contract between the company and IBT Local 926 expired Nov. 4, 1993. On Nov. 11, union members voted down a Hertz proposal that would have required them to pay 100 percent of the increase in the premium cost.

The employees continued to work after the company implemented its final offer on Feb. 1, according to the union. Hertz began taking more out of employees' paychecks in April to pay the increased premium. The employees were locked out May 2.

The company had been paying half the cost of health care cost increases. Hertz also has been unwilling to negotiate job security provisions for the Pittsburgh workers, who average 15 years of service.

The union has charged Hertz with unfair labor practices, including refusing to negotiate in good faith, and is awaiting a ruling by the National Labor Relations Board. Negotiations with Hertz at several locations have been difficult, said Tom Gilmartin, an international vice president who heads the union's industrial trade division.

Rubber Workers gain contracts, boycott support

By James B. Parks

The Rubber Workers ended one strike and signed a contract with another company, but its disputes with Bridgestone/Firestone and Pirelli Armstrong entered a new stage as the tire companies were added to the national AFL-CIO boycott list.

The AFL-CIO boycott is designed to get the two foreign-owned companies to "negotiate a responsible and equitable agreement with its employees," URW President Ken Coss said.

The URW also kept up the pressure on the companies by holding two rallies in Nashville, Tenn., beginning at 5 a.m. on Sept. 20, when some 2,000 union members from across the country marched at a Pirelli Armstrong factory. Several hours later, they marched to Bridgestone/Firestone's U.S. headquarters to urge the company to bargain.

The next day, another 400 URW retirees and members marched outside an Akron, Ohio, convention center where a national tire show was being held, protesting the Pirelli Armstrong exhibit.

The strikes began in July after workers refused to accept the deep concessions demanded by management, including reduced health care coverage and continuous plant operations. More than 5,000 URW members are on strike across the country. Both companies have begun hiring replacement workers.

The Japanese-owned Bridgestone/Firestone rejected the contract agreed to by the other two Big Three tire makers, Goodyear and Michelin-owned Uniroyal Goodrich. Those agreements increase wages and benefits about 16 percent over three years.

Instead, Bridgestone/Firestone is demanding that the workers give up their supplemental unemployment benefits, supplemental workers' compensation, paid union time and future cost-of-living adjustments as part of a new performance-based pay system. That system would be based on meeting certain targets partially based on inflation, which means the target would continually be adjusted upward.

The company also wants to add mandatory overtime while eliminating daily overtime pay and double time on Sunday. It also is demanding an end to key joint labor-management committees and it wants to increase employee payments for health care and reduce coverage.

Many of the demands of Italian-owned Pirelli Armstrong are similar. In addition, management proposes to freeze pension benefits and years of service at current levels, eliminate organizing neutrality agreements and a successor clause, leaving workers unprotected if the company is sold.

The union won a victory against Pirelli Armstrong recently when a federal court delayed until Nov. 15 a company plan to take away retirees' benefits. A class action suit has been filed to prevent the action permanently, said URW spokesman Curtis Brown.

The AFL-CIO Industrial Union Department is assisting the union in developing a corporate campaign to further press the companies to bargain.

Meanwhile, the URW ratified contracts with two other tire makers. Workers at Dunlop Tire ended a three-month strike and returned to work Sept. 24 after overwhelmingly approving a new contract.

The final contract was significantly better than two pacts the workers previously had rejected, including the elimination of the company's demand for "mad dog" shifts, said David Hall, an official of URW Local 915 in Huntsville, Ala. The six-hour, 40-minute shifts would have prevented many workers from taking weekends off.

"I think we came a long way, considering what they were offering us when we walked out. We just didn't want to take as much as they were wanting. They were wanting a lot," he said.

The URW retained its cost-of-living adjustment, which was a part of the contract that expired June 21 but was not in the previous two proposals. The contract also forbids the company from firing workers deemed unfit to work due to injury.

An agreement following the national pattern was approved at Kelly-Springfield Tire Co. in Tyler, Texas. The three-year pact covers about 1,250 production and maintenance workers, who were not on strike.

Talks are continuing between the URW and Japanese-owned Yokohama Tire after workers rejected overwhelmingly a contract that would have ended their two-month strike. Some 800 employees walked out July 24 over the same issues that led to the Bridgestone/Firestone and Pirelli Armstrong disputes.

Carey: Pony Express corrals tax windfall

Drivers get no benefits from the company trough

By Sharolyn A. Rosier

The Teamsters rode Pony Express on Capitol Hill, exposing how the company potentially could receive $1 million in federal tax credits while leaving thousands of drivers with jobs that offer no benefits and horrific working conditions.

Pointing to the Targeted Jobs Tax Credit benefits the company reaps, IBT President Ron Carey told the House Government Operations subcommittee on employment, "Pony Express is a sweatshop on wheels that our tax dollars are supporting."

Under the tax benefit, employers receive a 40 percent tax credit on the first $6,000 paid to qualified employees who are employed for a minimum of 90 days or 120 hours. "This formula ultimately yields greater rewards for companies with the highest employee turnover," Carey added.

Pony Express, a subsidiary of Borg-Warner Security Corp., had a turnover rate of 69 percent for the first six months of 1994. The more turnover, the more tax subsidies it receives.

"Pony Express's business practices, including its extraordinarily high turnover, fly in the face of the program's goals and of the nation's interest in spurring the creation of good jobs for its people," Carey said, suggesting the program should be renamed "Disposable Workers Tax Credit."

The company's Employment Fact Sheet makes "no pretense that employment conditions are anything but bare bones," Carey said. There are no medical benefits, no paid holidays, no vacation days or sick days.

The purpose of the tax credit is to encourage business to hire needy youths, disabled Social Security beneficiaries and other categories of people who frequently have difficulty finding jobs. Sponsors of the tax credit envisioned that a company would locate these persons through veterans groups, public employment offices and various agencies working with low-income individuals.

Veteran Pony Express driver Hobert Currie testified that prior to Pony Express taking over the company in 1984, he "had a union contract with good pay, health and dental insurance and other benefits. My hourly pay was cut from $9.18 an hour to $7.25. Our health insurance was taken away."

Currie receives $7.25 an hour because he is a lead driver. New hires receive $5 an hour. "I only get straight time pay, no matter how many hours of overtime I work," he said.

Managers openly admit they want a revolving door for the workers, Currie said. "They tell us not to plan on staying for long." He has not received a pay increase in 11 years.

Pony Express drivers say they endure:

- Poorly maintained vehicles that release toxic fumes into the passenger compartment.

Pony Express managers openly admit they want a revolving door for the workers.

- Wages averaging a little more than $5 an hour — so low that some workers have had to live in their cars.
- Dangerously long hours — driving for more than 24 consecutive hours in at least one case. A driver was fired for getting into an accident.
- Bald "test" tires that offer no traction on rainy and icy roads.
- No training or packaging for transporting toxic chemicals and hazardous medical samples of blood, urine and other materials.

Carey urged the committee members to either abolish the tax credit program or reform it to include measures favoring employers who retain workers and provide decent wages and benefits. The Labor Department should have responsibility for oversight and enforcement, he said.

The IBT has asked the AFL-CIO Strategic Approaches Committee to coordinate support efforts for the workers at Pony Express, which has been charged with more than 220 violations of federal labor laws in a nationwide unfair labor practice complaint by the National Labor Relations Board.

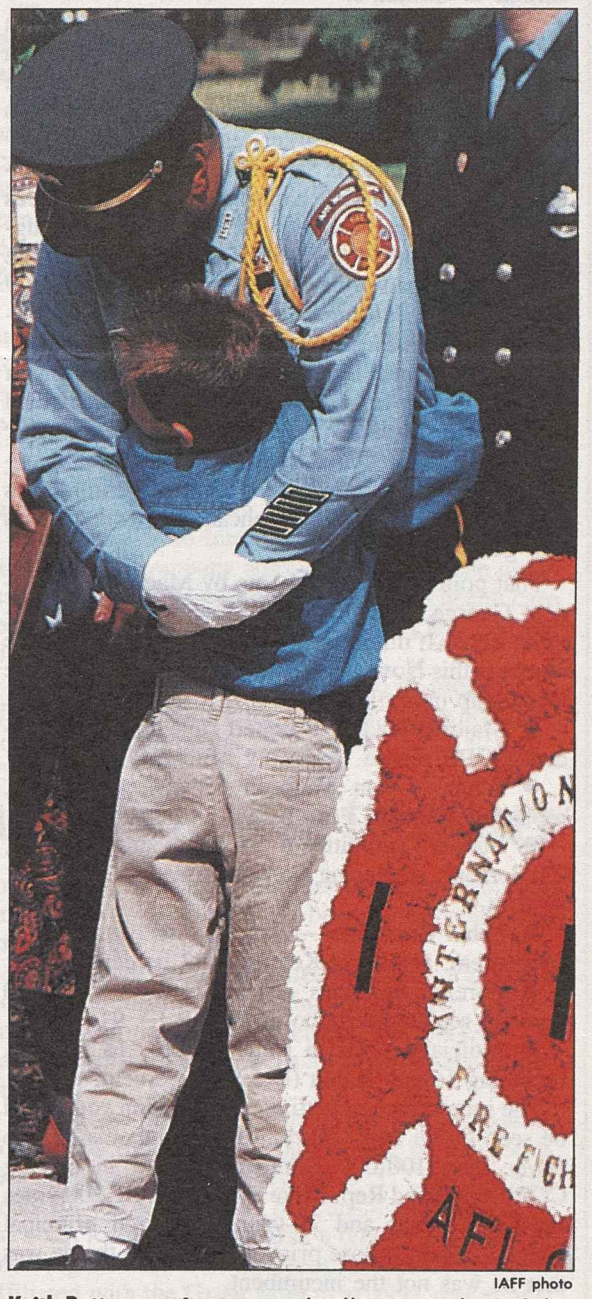
More than 3,800 Pony Express drivers at 53 company locations nationwide have voted in the past two years to become members of the IBT, hoping to negotiate better working conditions and decent wages. But the company has dragged its feet, committing only three negotiators to meet with the 38 different negotiating committees in intervals of two months and more.

A series of strikes that began in Pittsburgh on July 24 and spread across the country is continuing in two locations — St. Louis and Charleston, W.Va.

Meanwhile, Pony Express drivers, many of whom are military veterans, were joined by religious and community leaders at a vigil Sept. 13 in Pittsburgh during a speech by retired Gen. Norman Schwarzkopf, the hero of Desert Storm who now is a director of Borg-Warner.

The drivers and their community supporters formed a color guard outside the entrance to the hall, where they waited for Schwarzkopf with a riderless horse and sword symbolizing their pleas for his leadership.

"The vets at Pony Express who laid everything on the line to serve our country in war are asking Gen. Schwarzkopf to stand with them in their battle for justice here at home," said Huey Dietrich, secretary treasurer of IBT Local 249, which represents Pony Express drivers in Pittsburgh.



IAFF photo

Keith Patterson of Monmouth, Ill., a member of the Fire Fighters Illinois Honor Guard, embraces the grandson of Detroit Fire Fighter Robert English, who was killed in February while in the line of duty. The boy's father, Fire Fighter Michael English, also was battling the blaze that killed his father. More than 400 IAFF members, their families and friends gathered Sept. 17 in Colorado Springs, Colo., to pay tribute to the "bravest of the brave" at the 8th annual IAFF Fallen Fire Fighter Memorial observance. Colorado Springs is the site of a 17-foot bronze sculpture of a Fire Fighter clutching a child as he descends a ladder, the centerpiece of the IAFF Fallen Fire Fighter Memorial, which was created in 1988 through contributions from union members and others.

Worker allies face daunting political odds

Continued from Page 1

Walsh now lists 10 as toss-ups, including five in which the incumbent is retiring. Now up for grabs are the seats held by Howard M. Metzenbaum (Ohio), retiring with a 94 percent "right" COPE voting record, Donald W. Riegle Jr. (Mich.), 93 percent, and Senate Majority Leader George Mitchell (Maine), 86 percent.

In the House, where workers lose retiring William D. Ford (Mich.), 97 percent, and Don Edwards (Calif.), 95 percent, even more Democratic seats are in jeopardy. House Speaker Tom Foley picked up only 35 percent in an open primary in Washington Sept. 20.

"There are 111 seats won by only 55 percent of the vote or less in 1992," Walsh said. "A loss of 30 seats by the Democrats would mean effective loss of control of the House."

Walsh pointed out that since World War II, when a president's approval rating is below 50 percent in the months before the mid-term election, his party has lost as many as 48 House seats (Nixon in 1974) and as few as 16 seats (Carter in 1978). Most recently, Republicans lost 26 seats in 1982 when Reagan's approval rating was in the 45 percent range, which is similar to Clinton's.

"Voters are just as angry today as they were when they swept out so many incumbents in 1992," Walsh said. "There are a lot of Democrats who are vulnerable, including some who have been stalwarts in the battle for pro-worker legislation."

Chief among those is Sen. Edward M. Kennedy (D-Mass.), chairman of the Labor and Human Resources Committee, who is suddenly in a head-to-head struggle with Republican W. Mitt Romney, son of the former Michigan governor. A poll taken Sept. 6-9 found Kennedy leading Romney 44 percent to 38 percent, a statistical deadheat.

"The chairman is the most important person in terms of moving legislation, even more important than the president," said AFL-CIO Legislative Director Robert M. McGlotten. "If the Republicans seize control of the Senate, or even the House, the committees will be in the control of Republicans and worker issues will go off the screen."

That point was driven home by Machinists President George Kourpias in a recent speech in Nashville, Tenn. If union members don't turn out in large numbers this November, he warned, the GOP Senate leadership might have a distinctly anti-worker cast:

- Majority leader — Robert Dole (Kan.), 16 percent COPE record, replacing Mitchell.
- Whip — Alan Simpson (Wyo.), 8 percent, replacing Wendell Ford (Ky.), 78 percent.
- Budget Committee — Pete Domenici (N.M.), 23 percent, replacing James Sasser (Tenn.), 81 percent.
- Labor Committee — Nancy Kassenbaum (Kan.), 20 percent, replacing Kennedy, 92 percent.
- Foreign Relations — Jesse Helms (N.C.), 10 percent, replacing Claiborne Pell (R.I.), 91 percent.
- Judiciary — Orrin Hatch (Utah), 13 percent, replacing Joseph Biden (Del.), 82 percent.

The importance of getting out the union vote could be seen in the Sept. 20 runoff in Oklahoma, where fewer than 100,000 Democrats voted in ousting COPE-endorsed Rep. Mike Synar. Only 1,200 votes separated Synar and 71-year-old retired principal Virgil Cooper, whose primary campaign theme was that he was not the incumbent.

If unions can mobilize their members to vote in greater numbers than the public at large, pro-worker candidates will benefit. But another organized force looms this year as a threat to progressive candidates.

"Everywhere I go, the religious right is making a mark, pushing its conservative agenda with Republican candidates," said Bernadette Horchner, the COPE VIP director for the western region. "They are getting organized at the local levels, and they mean to have an impact nationally."

Labor has always followed the dictum that "all politics is local," making endorsements at the state level and taking the get-out-the-vote effort to plants and door to door. Thus, COPE is extending its reach this season, hoping to turn the tide of voter apathy with committed union members.

"While Democratic incumbents are vulnerable, so are Republicans," said Marta David, COPE's assistant director. "We have to be ready to put our resources not only in races where our friends need help, but also where we have a chance of unseating our enemies."

In Oregon, for example, trade unionists are rallying behind Ron Sims, the COPE-endorsed candidate who beat out eight other Democrats for a chance to take on Sen. Slade Gorton, a Republican who has opposed labor on a number of issues. Delaware unionists are hoping that Charles Oberly can oust Republican Sen. William V. Roth Jr. And Democrat Jack Mudd is given a good chance of unseating Sen. Conrad Burns in Montana.

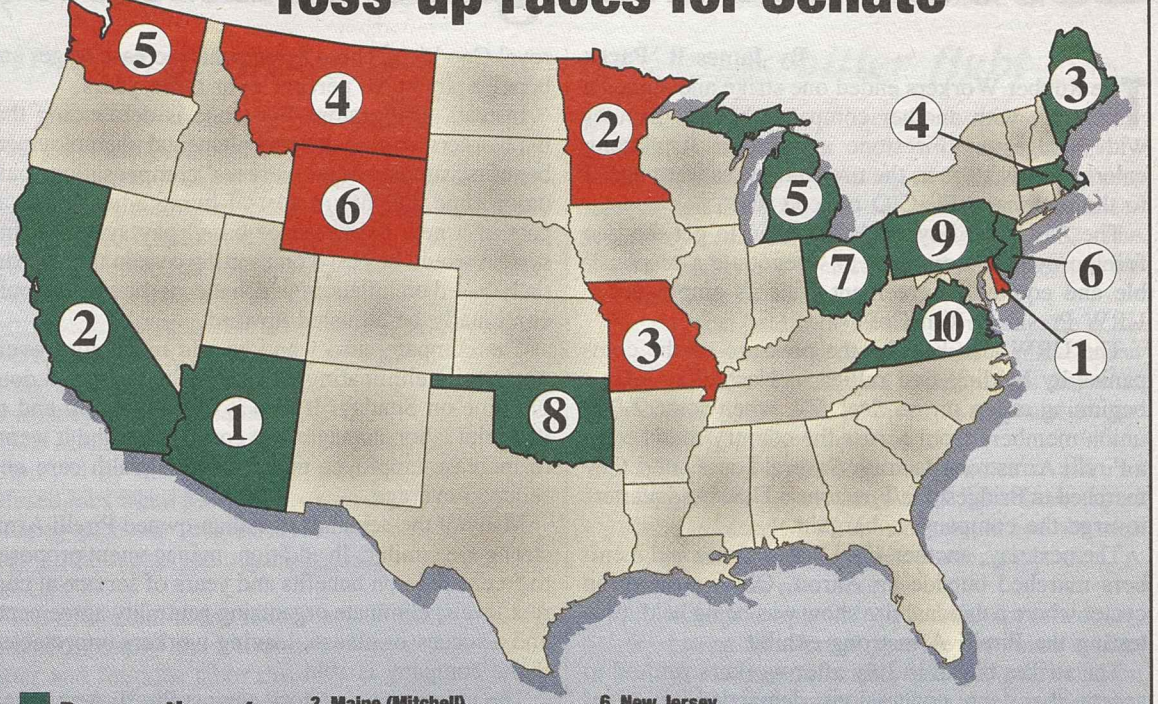
Two other S. 55 opponents and NAFTA supporters, Republican Sens. John Chafee in Rhode Island and James Jeffords of Vermont, will face two women endorsed by the state AFL-CIOs — state Rep. Linda Kushner and state Sen. Jan Backus, respectively.

Among the gubernatorial races, labor is seeking to help Florida Gov. Lawton Chiles and Texas Gov. Ann Richards beat back challenges from sons of former President Bush. In California, COPE-endorsed Democrat Kathleen Brown is seeking to catch Gov. Pete Wilson, who has benefited from an appeal to anti-immigrant sentiment.

There are few states where so much is at stake as in Michigan, where former Rep. Howard Wolpe is seeking to unseat Gov. John Engler, who has pushed a deadlocked state legislature into turning back decades of progressive lawmaking while threatening to turn Michigan into a so-called "right-to-work" state.

Get Out the Vote, a 10-minute video, is available through the Labor Institute of Public Affairs. Call 1-800-242-UNION.

Toss-up races for Senate



Democratic seats

1. Arizona (DeConcini)
D - Recount: Sam Coppersmith or Dick Mahoney
R - Jon Kyl

2. California
D - Sen. Dianne Feinstein*
R - Rep. Mike Huffington

3. Maine (Mitchell)
D - Rep. Thomas A. Andrews
R - Rep. Olympia J. Snowe

4. Massachusetts
D - Sen. Edward M. Kennedy*
R - W. Mitt Romney

5. Michigan (Riegle)
D - Rep. Bob Carr
R - Spencer Abraham

6. New Jersey
D - Sen. Frank R. Lautenberg*
R - Chuck Haytaian

7. Ohio (Metzenbaum)
D - Joel Hyatt
R - Lt. Gov. Michael DeWine

8. Oklahoma (Boren)
D - Rep. David McCurdy
R - Rep. James M. Inhofe

9. Pennsylvania
D - Sen. Harris Wofford*
R - Rep. Rick Santorum

10. Virginia
D - Sen. Charles S. Robb*
R - Oliver L. North
I - J. Marshall Coleman

Republican seats

1. Delaware
D - Charles Oberly
R - Sen. William V. Roth Jr.*

2. Minnesota (Durenberger)
D - Ann Wynia
R - Rep. Rod Grams

3. Missouri (Danforth)
D - Rep. Alan Wheat
R - Ex-Gov. John Ashcroft

4. Montana
D - Jack Mudd
R - Sen. Conrad Burns*

5. Washington
D - Ron Sims
R - Sen. Slade Gorton*

6. Wyoming (Wallop)
D - Gov. Mike Sullivan
R - Rep. Craig Thomas

*Incumbents
( ) Retiring

At stake: balance of power

Senate	House	Governors	State Legislatures
35 seats up	*435 seats up*	*36 seats up*	Democratic chambers - 57
Democratic - 22	Democratic - 256	Democratic - 21	Republican chambers - 27
Republican - 13	Republican - 178	Republican - 13	Tied chambers - 3
9 are open	Independent - 1	Independent - 2	Non-partisan chambers - 1
Democratic - 6	*52 are open*	*14 are open*	
Republican - 3	Democratic - 31	Democratic - 10	
	Republican - 21	Republican - 3	
		Independent - 1	

Paperworkers challenge Kennedy foe on jobs

Striking Paperworkers from Marion, Ind., have taken their complaints to Boston, exposing a Big Lie in the campaign of Republican senatorial candidate W. Mitt Romney.

Romney, a venture capitalist who is challenging Sen. Edward M. Kennedy, has built his campaign around his reputed job-creating ability. But his company, Bain Capital, is responsible for the loss of 60 UPIU jobs in Marion, a cut in wages from $10.50 an hour to $8.50 and a roughly equal cut in benefits.

A Bain subsidiary, Ampad, bought out the Smith Corona plant in July and immediately downsized the work force from 260 to 200 and cut wages and benefits. The workers were all fired and told they could reapply for their old jobs at the lesser wage scale.

Ampad scuttled Smith Corona's contract with UPIU Local 154, demanding that workers accept the same wages and working conditions as those at its three other non-union plants. The company also implemented a mandatory drug-testing policy. On Aug. 31, the members of UPIU Local 154 struck.

"This is not fantasy land, this is the real world," Romney told the Boston Herald. "And in the real world, there's nothing wrong with companies trying to make money, trying to stay alive, trying to compete."

Kennedy found plenty wrong with the blatant union-busting policies of Ampad and the generally anti-worker policies of other Romney companies, accusing the Republican of making $11 million with Bain while often not even offering health insurance to workers.

Kennedy, a champion of civil rights and worker rights for three decades, describes Bain as a "white boys club," and Romney admits that the company employs only one woman and "two or three Asians." More than half of Kennedy's staff of 94 are women, and 19 percent are minorities.

AFL-CIO urges Congress to kill job-losing GATT

By David Kameras

The implementing legislation for the General Agreement on Tariffs and Trade, missing any provision for worker rights or environmental protections, was introduced in the waning days of the 103rd Congress as labor called for its defeat.

In urging Congress to reject the bill, the AFL-CIO noted that the trade agreements resulting from the so-called Uruguay Round of talks will mean enormous economic disruption and job loss, with no effective program to assist dislocated workers.

According to the International Trade Commission, the domestic textile and apparel industry will suffer most under the GATT agreement.

''There are two million jobs directly at risk in the apparel, textile and supporting industries,'' said Peter Nadash, regional director of the Ladies' Garment Workers. ''GATT makes a direct hit on the workers in our industry and on the inner cities and rural areas where they live and work.''

Although moving quickly through two House committees, the legislation may face significant opposition in the Senate because of budget rules regarding new taxes or spending cuts on anything that costs the treasury. And Commerce Committee Chairman Ernest Hollings (D-S.C.) has threatened to derail the bill.

The campaign to defeat GATT included a rally Sept. 30 in front of the White House, where William H. Bywater, president of the Electronics Workers, and consumer advocate Ralph Nader spoke out against the agreement. IUE members then proceeded to Capitol Hill to lobby their representatives.

Earlier this month, Rene Herrera, president of a Longshoremen's and Warehousemen's local, led a delegation to the U.S. Trade Representative's office to register his membership's opposition to GATT, and has set up a phone bank and congressional meetings in order to reinforce resistance.

Coming on the heels of the North American Free Trade Agreement, the GATT agreement represents ''another test of whether Congress serves the public interest or just the special interests of corporate management,'' said Teamsters President Ron Carey at a press conference called by the Citizens Trade Campaign.

The GATT agreement creates the World Trade Organization, an international bureaucracy set up to broker trade disputes. The pact also brings services, agriculture and intellectual property under global trading rules for the first time.

To appease Republicans, the administration had earlier abandoned its efforts to win renewal of ''fast-track'' authority to pursue future international trade agreements, with provisions for labor and environmental standards.

House Majority Leader Richard Gephardt (D-Mo.), a leading congressional opponent of NAFTA, pledged to work actively to pass the GATT bill, but indicated his belief that with help from the administration, such issues as worker rights can be ''open to future debate and agreement.''

During a conference Sept. 27 on trade and labor standards sponsored by the American Enterprise Institute, UAW economist Steven Beckman observed that attaining international labor standards has been a U.S. negotiating objective for 20 years. Without them, he said, there will be intense pressure to lower, not raise, living standards.

Jeff Faux, director of the Economic Policy Institute, noted that the relationship between employer and employee is unequal in market economies. Without labor standards, there is a tendency toward depressed wages, and business decisions are biased toward low-wage, low-productivity investments, he said.

Low wages are the way developing countries attract foreign capital, Faux said, and it would take a great leap of faith to expect that increased trade by itself would affect wage distribution.

In the current debate over government subsidies, trade economists often overlook the fact that the absence of labor rights and standards also represents a subsidy to capital, Faux added.

Trade unionists also point to the futility of negotiating labor agreements that lack adequate teeth for enforcement.



Bill Burke/Page One Photography

Labor Secretary Robert B. Reich and AFL-CIO Secretary-Treasurer Thomas R. Donahue testify before the Senate Foreign Relations Committee in favor of U.S. ratification of International Labor Organization Convention 150, which covers administration of nations' labor policies and has support from labor, business and governments. The United States has ratified only 11 of the 175 ILO conventions, a record Donahue decried as unworthy of a "champion of human rights."

Trust, sincerity key to AM General pact

Continued from Page 1

These partnerships increase worker participation in the workplace and restructure decision-making to enhance collective worker representation. The end result is a more democratic and more productive workplace, the report said.

The new work system will not create jobs or prevent layoffs, the union said, but ''we can explore ways to ensure that we both protect our families' economic well-being and enhance the company's competitive position in a turbulent, constantly changing business.''

The key to the new agreement, Cinal said, was that negotiations began early and that both sides were sincere and trusted each other. Without that trust, he said, the negotiations could have broken down at any time.

The UAW-AM General pact creates joint ''process analysis teams'' that include workers from the shop floor in designing new workplace systems. The first phase of the project will be in the commercial operations area, which converts military vehicles to civilian use.

Four workers selected by the union will receive six weeks paid leave from their jobs to work full time on the project, Cinal added. They will report to a joint labor-management committee. The first phase is expected to take about four months.

If the process is successful in this area, which employs 40 workers, it will expand to the larger parts department and finally, in 1995, to the military production area where some 800 are employed, Cinal said.

The contract, approved overwhelmingly, ''allows the company and the union to enter the 21st Century and to move ahead,'' Cinal said.

The pact also combines four wage groups into two and gives each employee a 10-cents-an-hour wage increase, as well as improved pension benefits. A new supplemental unemployment benefit plan guarantees benefits levels for laid-off workers, and assures the continuation and preservation of health care benefits for retirees, Cinal said.

The union and the company jointly developed a new health care plan that increases the options available to employees by combining the best parts of a managed care system with the premium benefits the workers already enjoyed in the current plan, the union said. ''This is a significant accomplishment,'' Cinal said, ''particularly at a time when many employers and unions are at odds over health care issues.''

Unions ''can no longer simply negotiate benefits and have the company administer plans,'' the union said. ''The best way to deliver premium health care benefits is to jointly develop the plans and manage delivery of the benefits.''

The contract also calls for talks to be reopened to discuss profit-sharing if the company wins a new, major contract, the union said.

NLRB takes lawbreaking employers to court

Continued from Page 1

- In one case, an employer relocated its facility without adequate bargaining. After the board's authorization of 10(j) proceedings, the employer and union returned to the bargaining table and reached a settlement providing workers with some $500,000 in compensation.
- District courts in a number of cases have issued bargaining orders based on a majority of workers signing authorization cards and employer unfair labor practices that made a fair election impossible.

''We intend to be vigilant in enforcing the strictures of our law against those who break it — particularly those who engage in recidivist behavior,'' NLRB Chairman William B. Gould recently told the Employers Group, a California business association. He stressed that the board would interpret labor law ''in an even-handed and impartial manner.''

In a North Carolina case, the NLRB recently obtained a temporary injunction in federal court that ordered Jack Gray Transport Inc. to recognize and bargain with the Teamsters and to reinstate 11 workers wrongly fired. A majority of workers had signed authorization cards seeking representation by the IBT.

Workers at Jack Gray's Greensboro, N.C., facility sought to join IBT Local 391 earlier this year, but when the transport company management heard of the organizing effort, it undertook an active anti-union campaign.

The complaint issued by the NLRB noted that management officials threatened workers with loss of their jobs, interrogated workers to gauge their support for the union and fired 11 because they continued to support the IBT effort.

The interim order remains in effect while the board's administrative hearing continues to resolve issues of permanent reinstatement, full back pay, a bargaining order and a permanent cease-and-desist order.

Minn-Dak Farmers Cooperative in Wahpeton, N.D., was ordered to recognize and bargain with Grain Millers Local 405 by the U.S. Court of Appeals for the 8th Circuit. In a unanimous decision, the court found that Minn-Dak's refusal to recognize and bargain with the employees' association after it affiliated with the Grain Millers in 1991 was an unfair labor practice.

But not all the board attempts at injunctive relief have been successful:

- In a case involving Caterpillar, Inc., a federal court in Illinois ruled that the board failed to establish irreparable harm and the need for an injunction in a case involving the discharge of a UAW supporter. The court noteed that if the unfair labor practice charge is upheld, the board can order the worker to be rehired with back pay.
- The U.S. Court of Appeals for the 8th Circuit denied enforcement of an NLRB order that considered full-time, paid union organizers to be bona fide employees and not to be excluded from employment by Town & Country Electirc, a nonunion subcontractor of Boise Cascade in International Falls, Minn.

ECONOMY

U.S.-Japan gulf swells merchandise trade deficit

By David Kameras

The U.S. merchandise trade deficit widened to $14.6 billion in July, a dramatic surge that sent ripples through Wall Street and pointed to an annual imbalance in goods trading that could surpass the record $152 billion in 1987.

Since the beginning of the year, the United States has bought $85 billion more in goods than it has sold, following shortfalls of $12.7 billion in May, $13 billion in June and $14.6 billion in July.

More than one-third of the deficit in goods — $5.7 billion — came in dealings with Japan, adding impetus to the ongoing trade talks with that country. President Clinton had set Sept. 30 as the deadline for Japan to reform its government procurement practices to head off U.S. sanctions.

The Labor/Industry Coalition for International Trade, which includes the Clothing and Textile Workers and the Steelworkers, last month urged the Clinton administration to act to open Japanese markets if ongoing bilateral talks do not result in an agreement "within a reasonable period of time."

The coalition called for a program to collect data so that benchmark levels of market openness, regulatory interference and price distortion in Japan can be established.

The group also said "whatever resources are necessary" should be used to thoroughly review U.S.-Japan relations, and a task force should be appointed to make recommendations each year to Congress and the White House.

The trade deficit with Japan in July was nearly $1 billion more than in the year-ago month, and was similarly worse with other Pacific Rim countries.

The Clinton administration is being urged to use "whatever resources are necessary" to convince Japan to open markets for U.S. products.

The U.S. trade deficit with China grew to $2.7 billion in July, up from $2.5 billion in June and $2.3 billion from July of last year.

The drop-off in exports was led by capital goods, especially civilian aircraft, while automotive vehicles, parts and engines and consumer goods also were off. Exports of industrial supplies and materials were up somewhat.

Exports of manufactured goods, at $41.2 billion, were $1.6 billion less than the $42.8 billion of June and $5 billion more than the $37.2 billion in July of last year. Imports of goods, at $55.8 billion, were unchanged from the previous month and $7.8 billion more than the $48 billion of the year-ago month.

Overall, the U.S. trade imbalance, including services, grew dramatically in July, with imports outpacing exports by $11 billion, $2 billion more than in the previous month.

Despite a weak dollar, which makes American-made goods cheaper abroad and foreign products more expensive, U.S. businesses and consumers purchased $67.5 billion in foreign goods and services while selling only $56.5 billion in domestically produced goods and services.

The latest figures from the Department of Commerce show the continuation of a worsening trend in the balance of trade that has coincided with the current economic recovery, which so far has not been reflected throughout the globe.

"Reliance on economic recovery of our major trading partners, like the European Union and Japan, in order to reduce our trade deficit is nothing more than wishful thinking," said AFL-CIO economist Greg Woodhead.

The merchandise trade deficit with the European Union also deteriorated in July to $1.9 billion from $1.3 billion in June.

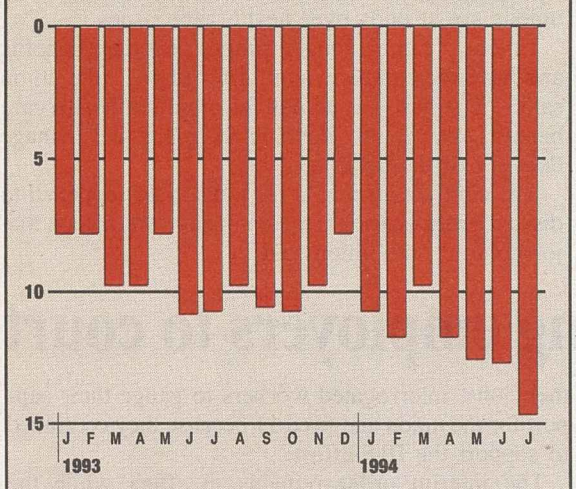
Although the trade surplus with Mexico increased over the month, from $198 million to $595 million, Woodhead noted that much of the trade typically includes American goods that are finished in Mexico with cheap labor and sent back across the border. The surplus for the first seven months of 1994 is at $1.7 billion, the same as for the comparable period in 1993.

The deficit with Canada remained virtually unchanged over the month. Since the North American Free Trade Agreement was implemented at the beginning of the current year, the cumulative bilateral deficit has ballooned to $7.1 billion, compared with the $5.9 billion deficit for the first seven months of last year.

DATA

Merchandise trade deficit

Goods in billions of dollars, Jan. '93 - July '94



Source: U.S. Department of Commerce

The nation's merchandise trade deficit, already deeply in the red, widened substantially in July to $14.6 billion, from $13 billion in June. Even when services were added into the mix, the trade deficit stood at $11 billion in July, an increase of $2 billion since June.

Merchandise Trade Deficit	
July	$14.6 billion
Japan	$5.7 billion
China	$2.7 billion
European Union	$1.9 billion
Canada	$1.3 billion
Jan.-July	$85 billion

Real Earnings	
August	-0.8 percent
Since Aug. 1993	-0.4 percent
Since Aug. 1979	-11 percent

Housing Starts	
August	+2.1 percent
Single family	-2.7 percent

AFL-CIO NEWSGRAFIC

Even long-term workers being displaced

Employment security more and more is becoming a thing of the past.

Over the three-year period ending last December, 4.5 million workers were displaced from jobs they held for at least three years, the Bureau of Labor Statistics reports.

The Labor Department uses the three-year standard to define "workers who had a substantial attachment to their employer prior to being displaced."

When all workers are considered, the number of displaced workers doubles to 9 million, with the increase particularly affecting younger, non-union and lower-skilled workers, who tend to have greater difficulty securing steady employment.

Much of the monitored period coincided with what has been officially described as an economic recovery, which began after March 1991. "If this is an expanding economy, I would hate to see what things look like during a contraction," said AFL-CIO economist Bill Cunningham.

Of those with seniority of three or more years, factory workers were the hardest hit, with 1.5 million losing their jobs between 1991 and 1993, especially those engaged in making durable goods, such as machinery and transportation equipment. In addition, factory workers had lower re-employment rates than those displaced from service-producing jobs.

Further, goods-producing workers were less likely to find work that paid as much as their old jobs. Those displaced from jobs in transportation, public utilities, construction and manufacturing were most apt to see a cut of at least 20 percent in their earnings.

The most common reason cited by workers for displacement was the decision by their employers to close or relocate. Written advance notice of upcoming job loss was provided in less than half the cases.

A federal law requiring notice of major plant closings 60 days in advance but exempting plants employing less than 100 full-time workers "is not working as it should," said AFL-CIO economist Markley Roberts.

The Pacific region had the highest proportion of job displacements concentrated in manufacturing, in part because of defense-related cuts in California. More than one-third of the affected workers had been looking for work for more than six months.

While the jobless rate for the surveyed group was 19.1 percent, this figure rose to 26.1 percent for African-Americans and 30.5 percent for Hispanics. These figures do not include those no longer counted by the Labor Department as part of the work force.

— David Kameras

Reich urges business to invest in training

Expanding on a consistent Clinton administration theme, Labor Secretary Robert Reich urged U.S. employers to boost their spending on the training of workers.

Reich told the National Alliance of Business meeting in Dallas Sept. 27 that despite recent job growth, "far too many Americans have been left behind."

"Millions of less-skilled workers remain idle or underemployed," he said. "This wasted work force is walled off by skill barriers from the leading edges of the economy where capacity constraints loom."

"The best way to expand the economy's capacity and lower the level of unemployment needed to bridle inflation is to dismantle these walls by preparing underutilized workers for more productive work," Reich said.

"Even as America's economic tide continues to rise, it no longer lifts us all," Reich said. "Only a small portion of our population benefited from the economic growth of the 1980s."

Reich called for renewal of a compact among American businesses, government and workers, and outlined several steps, including the Head Start program and national service projects, that have been taken in the public sector. Nonetheless, "for the future prosperity and stability of this nation, American business must reciprocate by investing in American workers."

"Obviously, one means of committing American business to workplace investment would be through a simple requirement that firms spend a small portion of their payrolls upgrading the skills of all employees," he said.

The Clinton administration early on had considered requiring employers to devote at least 1.5 percent of their payrolls to job training, but chose to pursue the voluntary approach instead.

Reich urged employer disclosure of such voluntary commitments to workplace investments, as well as a number of approaches to industry-wide cost-sharing, other collaborative efforts and shifts in the tax code to encourage work force training.

The Labor Department said Reich would continue to pursue his pre-Labor Day address on the "anxious class" of American workers besieged by declining real income and tenuous job security.

UNION NEWS

Illinois targets politics

Illinois AFL-CIO President Don Johnson urged union leaders to encourage members to register and vote, voicing frustration at having to work with a governor who consistently vetoes labor legislation.

Johnson made his remarks to more than 1,000 members attending the state federation's 31st biennial convention in Chicago.

The delegates voiced their support for beleaguered Decatur workers — locked-out Paperworkers at A.H. Staley and striking UAW members at Caterpillar and Rubber Workers at Bridgestone/Firestone. Other resolutions supported national health care reform and rejected the Uruguay Round trade agreements of the General Agreement on Tariffs and Trade.

The convention also presented the first Zeke Giorgi award to Illinois House Majority Leader Jim McPike (D-Alton). The award is a crystal etching of E.J. ''Zeke'' Giorgi, a longtime friend of labor who died in 1993.

Speakers included Jim Baker, executive assistant to AFL-CIO President Lane Kirkland; Richard Walsh, AFL-CIO COPE director; Robert Georgine, president of the Building and Construction Trades Department; Chicago Mayor Richard M. Daley; Cook County Board President Richard Phelan; and State Board of Education Chief Executive Officer Dr. Joseph A. Spagnolo.

N. Carolina endorses 10

The North Carolina AFL-CIO endorsed ten candidates for Congress, including six incumbents, during its recent convention.

The endorsed congressional candidates, all Democrats, include Reps. Eva Clayton, H. Martin Lancaster, David E. Price, Charles Rose, Bill Hefner and Melvin Watt. The delegates also announced they are backing Richard Moore, Sandy Sands and Rory Blake for open congressional seats and Maggie Laurterer, who is challenging incumbent Republican Charles Taylor.

State federation President Chris Scott highlighted three major resolutions passed by the delegates, who met in Raleigh Sept. 22-23. One called for card check certification and other changes in federal labor law. Another urged the creation of a statewide safety and health education program for workers to be taught in the community college system. Delegates also reaffirmed their support for tobacco workers, whose industry is currently under siege from anti-smoking campaigns.

Convention speakers included Frank Hurt, president of the Bakery, Confectionary and Tobacco Workers, Gov. James B. Hunt and State House Speaker Daniel Blue.

Connecticut backs Curry

Democrat Bill Curry, who beat the party-endorsed candidate in the Democratic gubernatorial primary the week before, received labor's unanimous endorsement at the Connecticut AFL-CIO convention in Hartford.

Curry told the more than 500 delegates that unions can be proud of their campaigns for higher wages and benefits and assailed those who attack labor's role in the economy.

Delegates also endorsed U.S. Sen. Joe Lieberman and Reps. Barbara Kennelly, Sam Gejdenson, Rosa DeLauro, Chris Shays, Jim Maloney and Charlotte Koskoff, as well as a host of other candidates for the state legislature.

A women's and civil rights breakfast featured actress and activist Susan Saint James, who praised Connecticut labor for its role in the Special Olympics World Games, which are coming to the state in 1995.

Convention delegates also paid tribute to two past presidents of the state federation, John Driscoll and Betty Tianti, both of whom died earlier this year.

Other speakers included state Labor Commissioner Ronald Petronella and gubernatorial candidates John Rowland (R) and Eunice Groark (I).



Marianne Keffer Zweig/Page One Photography

Fred Hoehler, founding director of the George Meany Center for Labor Studies, shares memories during the center's 25th anniversary celebration Sept. 28. More than 95,000 students have benefited from the center's unique curriculum that covers a broad range of labor issues, and a Western Semester recently has been added to meet the needs of workers on the West Coast. Joining Hoehler were AFL-CIO President Lane Kirkland and other members of the center's board of trustees; actress Jane Alexander, president of the National Endowment for the Arts; and many others, including unionists taking classes on the Silver Spring, Md., campus.

NEWSMAKERS

Teamsters President **Ron Carey** was elected president of the AFL-CIO Transportation Trades Department by that group's 29-member executive committee. Carey succeeds **Walter J. Shea,** who is retiring. Shea, also a Teamster, was president of the Eastern Conference. The TTD board also honored three recent union retirees, **Lynn R. Williams** of the Steelworkers, **John Peterpaul** of the Machinists and **Gordon Ward** of the Marine Engineers.

Jay Poraro has been appointed by Office and Professional Employees President **Michael Goodwin** to be the new director of organization. A former business representative in Cincinnati, Poraro also served as assistant director of organizing under **Art Lewandowski.**

President Clinton has announced that he will appoint **Dolly M. Gee** and **Edward F. Hartsfield** to seats on the Federal Service Impasses Panel. They will join **Betty Bolden,** a former AFGE employee, who was recently appointed as chair. The panel assists in federal bargaining.

The New York State Department of Labor has donated one of the largest surviving collections of archival material on the Women's Trade Union League to the Robert F. Wagner Labor Archives. The league was founded in New York in 1904 and remained active until 1955 in assisting women's rights on the job. The collection contains manuscripts, meeting minutes and photographs and will be located in Albany.

A theatrical production of **John L. Lewis: Disciple of Discontent** will be presented Oct. 21-23 at Penn Valley Community College in Kansas City, Mo. The one-character, two-act play will star **Bill Clause** of Government Employees Local 1336 as the famous Lewis. Ticket proceeds will be donated to Kansas City's Institute for Labor Studies. For more information, contact Judy Ancel at 816/672-2119.

President **John M. Bowers** of the Longshoremen said $125,000 has been donated to the Hole in the Wall Gang camp, dedicated to childen with cancer and grave blood diseases. The seven-year-old camp in Connecticut was founded by actor **Paul Newman** and playwright **A.E. Hotchner.**

AWARDS

More than 1,400 people gathered in Milwaukee to honor Plumbers and Pipe Fitters President **Marvin J. Boede.** AFL-CIO President **Lane Kirkland,** Building and Construction Trades President **Robert A. Georgine,** Electrical Workers President **John J. Barry** and **Edward Tonn** of Butters-Fetting Co. joined in paying tribute to Boede for his many years of service.

The AFL-CIO News won the gold award for general excellence in the Society of National Association Publications EXCEL awards competition. The News was cited for its ''good use of color, clean easy-to-read layout and solid writing. These writers and editors understand the basics of the news.'' The silver award went to the American College of Physicians Observer and the bronze to the AARP Bulletin.

RESOURCES

The Institute for the Study of Labor Organizations, housed at the George Meany Center for Labor Studies, is seeking grant proposals for a **six-month fellowship** beginning Jan. 15. Eligible applicants include labor studies scholars, social scientists, historians and other researchers. The proposals should be approximately 10 double-spaced typewritten pages. Contact Virginia L. duRivage at 301/431-5402.

CONFERENCE

The **AFL-CIO National Safety and Health Conference** will be held Dec. 4-7 at the Los Angeles Hilton and Towers. The conference registration fee is $100 per person until Nov. 15. After Nov. 15, the fee increases to $120. Checks should be payable to Secretary-Treasurer, AFL-CIO, and mailed to the AFL-CIO Department of Occupational Safety and Health, 815 16th Street, N.W., Room 704, Washington, D.C. 20006.

PUBLICATIONS

Labor's Key Role in Workplace Training is a new report published by the AFL-CIO Economic Research Department that describes how unions are at the forefront of efforts to help workers adapt via workplace training. Single copies are free. Contact the AFL-CIO Department of Reproductions and Mailing, 815 16th Street, N.W., Washington, D.C. 20006.

Current Statistics on White-Collar Employees, published by the AFL-CIO Department for Professional Employees, demonstrates how the composition of the labor movement has changed and that unions increasingly represent white-collar workers. Contact the AFL-CIO Department for Professional Employees, 815 16th Street, N.W., Washington, D.C. 20006.

Union Resilience in Troubled Times, a new book by Garth L. Mangum and John Walsh, is a historical look at the Operating Engineers. Copies are $49.95 hardcover and $21.95 paperback. Contact M.E. Sharpe, 80 Business Park Drive, Armonk, N.Y. 10504.

How to Maximize Your Unemployment Benefits: by Raymond Avrutis and Geraldine S. Wulff explains unemployment insurance policy, applying for benefits, eligibility and other programs for training and assistance in every state and the District of Columbia. The subtitle of the book is ''a practical guide to avoiding the common pitfalls to getting what is rightfully yours.'' Copies are $8.95 each plus $3 shipping and handling. Union members receive a 10 percent discount. Call toll-free 800/548-5757.

Child labor faces closer scrutiny at home, abroad

By Muriel H. Cooper

The campaign to stop child labor in the United States and around the world has accelerated, with direct challenges to manufacturers and new pressures by consumers.

Four U.S companies were fined $242,900 for violating federal child labor laws as part of a Department of Labor crackdown. Meanwhile, Senate hearings on the Child Labor Deterrence Act tracked the problem around the world.

''I have seen many, many instances of deplorable working conditions in my 19 years as a senator, but nothing — I repeat nothing — compares with the horrendous, brutal and inhuman treatment of millions of child laborers around the world,'' said Sen. Howard M. Metzenbaum (D-Ohio) during the Senate hearing.

''We cannot afford to ignore this problem any longer,'' he said.

Abusive companies have not been adequately identified, the Senate was told. ''I don't think people in America would buy items produced by children in factories and sweatshops,'' said Sen. Tom Harkin (D-Iowa), main sponsor of the bill.

The proposed legislation would end the importation of manufactured and mining goods made by children under 15. It would also require the development and maintenance of a list of foreign industries that use child labor. Companies violating the prohibition against importing these products are subject to stiff penalties.

The Senate testimony came after a two-day conference held by the Child Labor Coalition. That group launched RUGMARK, a national campaign to educate consumers about oriental rugs made by kids. The RUGMARK label is affixed to carpets from India, Pakistan and Nepal, assuring consumers the product is made free of child labor.

''Consumers will finally be given a choice in buying a product made free of child labor,'' said Linda Golodner, president of the National Consumers League and co-chair of the Child Labor Coalition. The labeling, she emphasized, does not remove the ''need for a comprehensive measure to remove these products out of the American marketplace.''

''Workers have very few freedoms and hardly any right to protest against injustice or any kind of wrongdoing.''



— Roberto Carlos Guimaraes, Brazilian 17-year-old

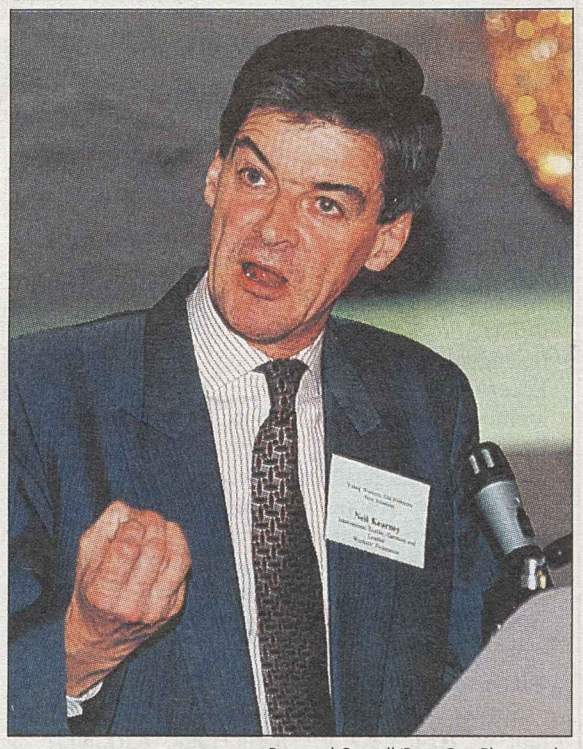
The locations of child labor are diverse — from the vegetable fields of Florida to the weaving looms in Bangladesh. And so are the products of child labor — carpets, clothes, jewelry, shoes, toys and more.

In its Sept. 19 study, the DOL uncovered at least 19 countries that export to the United States goods that are produced by kids who are forced to work by poverty, family and societal circumstances.

''The universe of child labor is enormous,'' said Jack Otero, deputy under secretary of labor for international affairs and a former AFL-CIO vice president. ''So, how many children are we talking about? My answer, sadly, is we really don't know.''

Four survivors of the exploitation of child labor testified for an end to this practice.

''Workers have very few freedoms and hardly any right to protest against injustice or any kind of wrongdoing,'' said 17-year-old Roberto Carlos Guimaraes of Brazil. Like his siblings, he began working when he was 11 in a shoe factory. After participating in a strike for better salaries and a proper union contract, Guimaraes was fired and then blacklisted from the shoe industry in Brazil.



Raymond Crowell/Page One Photography

Neil Kearney of the International Textile, Garment and Leather Worker's Federation: ''These children are little slaves.''

''These children are little slaves,'' said Neil Kearney, general secretary of the International Textile, Garment and Leather Worker's Federation in an address to the conference on child labor.

More than 1 million South Asian children work in the carpet industry. Conditions are abysmal and the children, often malnourished and suffering from work-related diseases, are forced to work inhuman hours, then are cheated out of pay.

Secretary of Labor Robert B. Reich said the U.S. crackdown on three food establishments and one other company in Salem, Ore., ''sends a strong message to employers. The nation's most valuable asset — our youth,'' should be nurtured, not exploited, Reich said.

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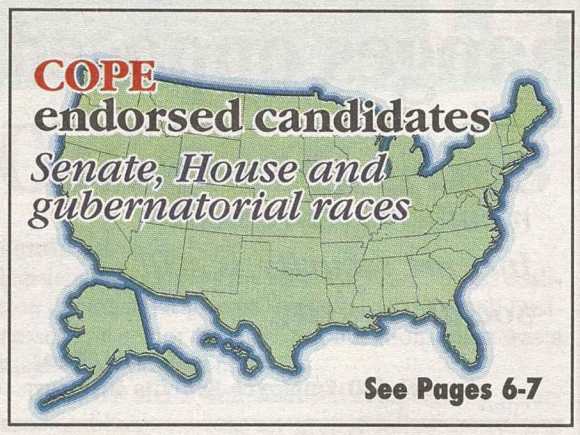
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UNION YES

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AFL-CIO NEWS

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OCTOBER 17, 1994



Junebug Clark/UAW

President Clinton is flanked by UAW President Owen Bieber, Ford Motor Co. Chairman Alex Trotman, a parade of new Mustangs and a gathering of the union men and women who put them together at Ford's Dearborn, Mich., assembly plant. Clinton hailed the labor-management cooperation that has helped rejuvenate the U.S. auto industry and assailed Republican candidates for their "Contract with America," which seeks to revive the failed Reagan-Bush policies of the 1980s.

GOP gridlock is last gasp of Congress

Second session ends on sour note after good start

By Mike Hall and David Kameras

It started out with a bang, but by the time the 103rd Congress shut off its lights and closed its doors to all but a special lame-duck session after the election, the country had been subjected to a spectacle of Republican-administered gridlock.

Partisan wrangling hung like a dark cloud over Capitol Hill throughout, but was particularly ominous at the end, when legislators abandoned health care reform and other initiatives. Good news, of sorts, came with a delay in the vote to implement the General Agreement on Tariffs and Trade, opposed by labor. That was put off until the lame-duck session at the end of November. **(See story, Page 4).**

The first session in 1993 far outpaced the 1994 version, during which the legislative process came to a screeching halt, thanks mainly to GOP stalling and delaying tactics. Still, Congress managed to accomplish more than has been generally reported (see list on page 3).

All in all, 1994 was a difficult legislative year, prompting retiring Senate Majority Leader George Mitchell (Maine) to blast the minority party's tactics. ''They are engaged in a cynical effort to discredit the Congress and then travel around the country and persuade people that Congress won't work and they should be put in charge,'' he said.

President Clinton accused Republicans of embracing a policy of ''stop it, slow it, kill it or just talk it to death . . . (and) an unprecedented record of using the filibuster to try to prevent anything from getting done.''

The most prominent filibuster victim from organized labor's standpoint was the Workplace Fairness bill. The legislation, banning the use of permanent replacement workers, passed the House by a significant margin in 1993. But in the Senate, the bill needed 60 votes to overcome the GOP stalling game, and it fell short in July, even though it had the support of the majority of senators.

The failure of comprehensive health care reform

Continued on Page 3

Labor at heart of political battles

Pennsylvania, Ohio races define issues, stakes

By Michael Byrne

Pennsylvania and Ohio loom as vital battlegrounds again this election year, just as they did when they helped send Bill Clinton to Washington in 1992 along with a host of freshmen legislators bent on changing the system.

Now, as then, Sen. Harris Wofford (D-Pa.) is at the center of the maelstrom. Wofford's 1991 special election victory over Bush administration Attorney General Richard Thornburgh was centered on national health care reform.

This year, Wofford is running for a full term and is up against Republican efforts to paint Clinton's health care reform plan as radical. ''Wofford is emphasizing that he kept his commitment to fight for health care reform,'' said Pauline Fox Huffman, COPE regional director. ''The people of Pennsylvania care about health care, crime — generally the same things that people all across America care about.''

Polls show Wofford with a narrow edge over Republican Rep. Rick Santorum. The Pennsylvania AFL-CIO is rallying support for Wofford and a host of candidates for the the U.S. House of Representatives, governor and the state legislature.

''The Wofford race is much too close,'' said Huffman. ''And (Lt. Gov.) Mark Singel is in a very tight race for governor with a former Republican congressman. We've got endorsed candidates in 17 congressional races, including seven very close races.''

The Pennsylvania state senate also is up for grabs, with the Republicans now in control. In the lower chamber of the legislature, labor is hoping to protect a small Democratic majority.

Labor vote is key

Labor could very well hold the key in the Wofford-Santorum race, since Santorum's home base of Pittsburgh is in a heavily unionized area.

An AFL-CIO 50-phone bank located at Steelworkers headquarters was busy urging unionists to register as the Oct. 10 deadline approached. The

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Unions face tough bargaining on rising health care costs

By Muriel H. Cooper

Congress didn't face up to the problem of spiraling health care costs, which means that hundreds of thousands of union members must during tough bargaining over the next year.

Paying for health insurance benefits has become a key issue in contract negotiations and a sticking point in practically every major strike, including the current disputes with Bridgestone/Firestone and Caterpillar.

Workers are finding they must decide whether to forfeit additional wages just to hold on to the health care they have, pay higher deductibles and/or copayments, or be forced into a managed health care program.

''Congress's failure to pass reform leaves health care really out there as the most contentious issue in bargaining,'' said Jeff Miller, spokesman for the Communications Workers.

The failure of national health care reform has direct bearing on CWA, which next year will negotiate contracts for 400,000 workers at AT&T, seven regional Bell offices, two GTE units and the state of New Jersey. The Electrical Workers also will negotiate for about 10,000 AT&T workers next year.

CWA President Morton Bahr, pointing to misinformation about high-quality union health care plans, said that ''in the last decade the most notable changes in CWA-negotiated health plans have not been on the side of increasing or improving benefits, but instead have involved implementation of cost containment and utilization management systems.''

''We will be trying to negotiate cost containment short of cost shifting,'' said Miller. ''We will resist those kinds of demands.''

The union did just that in 1989 when 40,000 of its members and 20,000 IBEW members walked out for 17 weeks at NYNEX over the company's shifting of health care costs.

Cost shifting could have been eliminated if Congress had enacted an employer mandate as part of a reform package.

The mandate would have ended the practice by many employers of not paying their fair share of health care costs for their workers.

''The playing field is much more uneven,'' said David Blitzstein, who oversees negotiated benefits for the Food and Commercial Workers. ''We're seeing

Continued on Page 2

UNION NEWS

UTU-Soo Line date extended

The ''cooling off'' period in the dispute between the United Transportation Union and Soo Line Railroad has been extended by congressional decree to next Feb. 28.

The resolution passed by Congress earlier this month means that neither the UTU nor the carrier can take ''self-help'' measures — such as a strike or lockout, or the unilaterial imposition of contract terms — until Congress returns.

The parties are awaiting the recommendations of a presidential emergency board. Under the Railway Labor Act, a 30-day ''cooling-off period'' follows the issuance of the emergency board's report. Congress also can vote to impose the recommendations of the emergency board, as it did in recent rail disputes among national freight carriers.

But with Congress set to adjourn, there would be no review mechanism following the cooling-off period.

Last July, some 1,000 UTU members set up picket lines at Soo Line operations across 11 states over the issues of wages, health care and crew size. The 47-day strike ended when President Clinton appointed the emergency board.

Workplace rights addressed

Some 800 convention delegates committed the Minnesota AFL-CIO to build a broad coalition of organizations to fight for employee rights in the workplace and fundamental changes in labor laws.

Other convention actions called for enforcement of prevailing wage laws, halting privatization of public services and enactment of national health care reform. Delegates also addressed the collective bargaining rights of teachers and fraudulent use of independent contractor status.

The convention endorsed John Marty (D) for governor and Ann Wynia (D) for U.S. Senate.

Speakers included candidates Marty and Wynia; AFL-CIO President Lane Kirkland via videotape; George Sunstrom of the Duluth AFL-CIO; Rep. James Oberstar (D); Lois O'Keefe of the U.S. Department of Labor; Richard Walsh of the AFL-CIO Committee on Political Education; and Alberta Luhan of the Federation of Independent Mexican Trade Unionists.

NATCA fights privatization

With the government poised to contract out 111 smaller (U.S. Level 1) air traffic control towers by 1997, the Air Traffic Controllers have turned to Congress to ground the idea.

NATCA President Barry Krasner urged the House Civil Service Subcommittee, ''Before we give the contractors a piece of the sky, let's make sure we are doing what is in the best long-term interests of the National Air Space System and the flying public.''

The Federal Aviation Administration has granted itself a waiver from a cost/benefit analysis. That leaves unanswered questions about safety, taxpayer cost and other issues.

Social Security changes opposed

By James B. Parks

The AFL-CIO criticized a Congressional Budget Office proposal to privatize Social Security, urging Congress to attack the root cause of the system's long-range problem — out-of-control health care costs.

The CBO's plan to direct a portion of the taxes into individual retirement saving accounts (IRSAs) and to require individuals to make private investment decisions with the money would create uncertainty and inequality, said Gerald Shea, AFL-CIO employee benefits director.

''Mandated IRSAs, as even a partial substitute for Social Security, could mean that people with equivalent work histories would get very different pensions depending on how well their funds are invested,'' Shea said. ''Years from now, we would likely have to reinvent Social Security to help the investment losers.''

Electronic Workers President William H. Bywater also testified before the House Ways and Means subcommittee on Social Security, warning that the proposal ''would threaten the benefits of the 3.5 million children receiving Social Security, the more than 5 million widows and the 9 percent of all Social Security beneficiaries who are disabled workers or spouses.''

''It would lessen the progressivity of Social Security, reducing the retirement income of lower-wage workers,'' Bywater said. ''Most important, it would eat away at the portion of retirement income that is protected from risk.''

By refusing to enact health care cost-containment measures this year, Congress has put off ''a health care crisis that threatens not only Social Security, but the budget of every family and business in the United States,'' Shea said.

Social Security is the most important part of retirement income, reaching 92 percent of persons over 65. And now young workers, including those covered by union contracts, ''are worried about their retirement security, about whether Social Security will be there for them, and whether they will get their money's worth,'' Shea said.

Even though 90 percent of unionized workers are covered by employer-funded pension plans, ''the bedrock basis for our members' retirement income security is still Social Security,'' he added.

''Rising health care costs are a major factor influencing the well-being of union pension plans,'' Shea noted. ''In many industries, unions are faced with the unhappy necessity of trading off maintenance or improvements of their pension programs, as well as wages, in order to direct resources into maintaining health care coverage.''

> *''The bedrock basis for our members' retirement income security is still Social Security.''*
>
> **— Gerald Shea, AFL-CIO Employee Benefits Director**

The two main problems facing the Social Security system, Shea said, are rising Medicare expenses and the probable depletion of the Old Age and Survivors Insurance trust fund in 40 years.

The trust fund depletion could be solved with a gradual payroll tax increase, preferably accompanied by expanding the wage base, he said.

Medicare expenses, which are a part of the Social Security system, are soaring and the Medicare trust fund could be in deficit in two years, Shea said. ''Tinkering with ways to increase returns on the trust funds cannot possibly solve the problem. Rather, we as a nation need to enact effective health care cost containment.''

''The AFL-CIO intends to be a participant in the process of examining the Social Security system in order to develop recommendations to assure the solvency of the trust funds,'' Shea said. ''This must be a very deliberative process which does not reach for quick — or fashionable — fixes.''

The nation's social fabric also is tied to the Social Security system, Shea said. ''Social Security, as a group insurance, defines us as a society and nation, with common bonds across class, race, gender and ethnic lines. It is an expression of the social solidarity that is the basis of the community,'' he said.

''Eliminating the system, in substantial part or altogether, in favor of mandated, individually directed accounts saddles individuals with risks not experienced since the Great Depression of the 1930s,'' he added.

Health costs eating up union wage gains

Continued from Page 1

more cost shifting from places like Wal-Mart and Kmart. They are free riders.''

The UFCW has pledged to do everything possible to protect workers' benefits. ''It's going to require innovative thinking. We will have to take on more managed care and look for efficiencies in the administrative area of health care,'' Blitzstein said, adding, ''there is a general fear that it's going to get worse.''

The story is the same in almost every union.

''As health care costs and insurance premiums skyrocketed, Graphic Communications members' real wages declined as wage increases were sacrificed to pay for health care insurance coverage,'' said GCIU President James J. Norton.

''During the last decade alone, health care costs under our national agreement have risen 176 percent, from $1.85 per hour to $5.10, said Mine Workers President Richard L. Trumka.

''When the full cost of retirees is included, health care costs make up about 25 percent of the total compensation package,'' he said.

''The fact is that working people have paid for coverage many times over — particularly in the wages and other benefits they've had to sacrifice in order to maintain decent coverage,'' said Service Employees President John J. Sweeney, who heads the AFL-CIO's health care committee.

Other major contracts being negotiated next year, in which health care will be an issue, include pacts covering about 85,000 Machinists at Boeing; 92,300 New York State AFSCME members; 14,000 Service Employees at Kaiser Foundation hospitals in California; and 1,300 Hotel Employees and Restaurant Employees at Kaiser Permanente in Hawaii.

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LEGISLATION

Congress goes home with much left undone

Continued from Page 1

legislation, backed by the AFL-CIO and a broad coalition of consumer groups, many large and small businesses and senior citizens' organizations, also was a major disappointment.

The GOP and a well-financed campaign by insurance and business interest groups killed the reform effort in September. That came after a months-long, $300-million effort that included distorted and misleading television and radio commercials, as well as newspaper and magazine advertisements demonizing health care reform.

Even with the GATT on the fence, the 103rd Congress fell far short of labor's goals on trade issues. The approval of the North American Free Trade Agreement in 1993 was a bitter defeat, with GOP members providing an effective majority for the deal. Neither the House nor the Senate approved a motion to deny China most-favored-nation trade status, despite its continuing pattern of flagrant human and worker rights abuses.

Several pieces of legislation won House or Senate approval, but could not get past the second chamber, including ERISA pre-emption, Black Lung benefits reform, the Maritime Security Act and the National Highway System.

Not all was doom and gloom, however. Several pieces of labor-supported legislation were signed into law, many of them in the first session. These included family and medical leave, Hatch Act reform, a continuing ban on Bush-era Davis-Bacon helper and apprenticeship rules and extended unemployment benefits, the latter vitally needed before the left-over Bush recession began turning around.

The Clinton administration's economic blueprint, approved by Congress, is tangibly affecting the deficit, which is falling after a dozen years of uncontrolled growth under Republican rule, and unemployment is at a four-year low.

Three major labor-backed education bills, School-to-Work, Goals 2000 and the Neighborhood Schools Act, were enacted into law. Other labor-backed bills passed and signed in the 103rd Congress included defense conversion provisions in the FY 1995 Defense authorization, a special AFL-CIO-backed housing program involving the federation's Housing and Building Investment Trusts, motor voter registration, national service, revenue foregone and worker technology skill development.

In addition, two major labor bills advanced farther than in any previous Congress. Occupational Safety and Health reform and Davis-Bacon reform both were favorably reported by the full House Education and Labor Committee.

The following legislation, reflecting only the second session of the 103rd Congress, was backed by the AFL-CIO unless otherwise noted. Several bills were approved in the last few days of the session and sent to the president for signature, but had not been signed.

Passed and signed into law

DAVIS-BACON, Helpers and Apprenticeship Programs (P.L. 103-333) — The 1995 Labor/HHS appropriations bill maintains the ban on Bush-era Labor Department regulations concerning the use of low-wage helpers on Davis-Bacon projects and governing apprenticeship programs for another year.

DEFENSE CONVERSION (P.L. 103-337) — The 1995 Defense authorization makes the existing defense conversion and diversification loan guarantee program mandatory, conditioning loans on their ability to help workers who would otherwise be unemployed because of defense cutbacks.

EDUCATION, Neighborhood Schools (P.L. 103-N/A) — The law reauthorizes the Elementary and Secondary Education Act for six years. The conference report was approved by both houses and was awaiting signature.

EDUCATION, Reform 2000/Skill Standards (P.L. 103-227) — The law for the first time establishes skill and performance standards for students and includes labor participation in establishing some of those standards.

EDUCATION, School-to-Work (P.L. 103-239) — The law is designed to help students who are not college-bound move from high school into skilled jobs. It establishes a partnership among labor, educators and business to develop programs to help these students while in school and after graduation.

FIRE FIGHTERS' COLLECTIVE BARGAINING RIGHTS (P.L. 103-305) — An amendment to the Aviation Infrastructure Investment Act would have denied Fire Fighters at Washington's National and Dulles Airports basic labor law protections. Opposed by the AFL-CIO, the amendment was defeated.

HAZARDOUS MATERIALS TRANSPORTATION (P.L. 103-311) — The law reauthorizes the Hazardous Materials Transportation Act, which establishes safety and environmental standards for such transportation.

HOUSING, Housing Investment Trust (P.L. 103-327) — The bill, for VA/HUD appropriations, provides $350 million for low-income housing based on a program developed by AFL-CIO's Housing Investment Trust. The funds will be used for Section 8 assistance for projects financed with pension funds.

NATIONAL ENDOWMENT FOR DEMOCRACY (P.L. 103-236 and P.L. 103-317) — During consideration of the State Department authorization bill for 1994 and 1995, an amendment to strip from the authorization funding for NED — which helps free trade unions and democracy-building efforts worldwide — was approved. NED funding was revived in the Senate's Commerce, Justice and State 1995 appropriations bill.

WOMEN'S RIGHTS, Violence Against Women (P.L. 103-322) — The crime bill contained AFL-CIO-backed provisions to fight crimes against women, including a civil rights remedy and sections covering victims of gender-based crimes.

WORKER TECHNOLOGY SKILL DEVELOPMENT (P.L. 103-N/A) — The measure is designed to increase worker involvement in developing new workplace technologies and practices, and authorizes Labor Department grants to facilitate such programs. It was added to the Elementary and Secondary Education Act, which was approved at the end of the session but had not yet been signed into law.

Passed but not completed

CAMPAIGN FINANCE REFORM — The Senate bill, opposed by the AFL-CIO, would ban contributions from union and other political action committees (PACs), but would continue to allow wealthy donors to give up to $25,000 to candidates. The House version maintained the legality of PAC contributions but also allowed large contributions from wealthy donors. A conference was not convened.

CONSUMER CREDIT REPORTING — The measure called for greater accuracy and privacy in consumer credit reporting. The bill died in conference.

INDOOR AIR — The measure would have authorized a national program to reduce the threat to human health posed by indoor air contaminants. The legislation was not reported from conference.

NATIONAL COMPETITIVENESS ACT — The measure would have authorized $50 million for grants to establish partnerships between labor unions or industry and local community, technical or other educational institutions to offer training in advanced technical skills. The legislation was not reported from conference.

Considered but not passed

BALANCED BUDGET — Opposed by the AFL-CIO, the resolution called for a constitutional amendment requiring a balanced federal budget regardless of economic circumstances. It would result in massive tax increases and huge cuts in social programs.

BLACK LUNG BENEFITS — The legislation sought to streamline the application process for miners, widows and survivors; eliminate many unfair obstacles to claimants; and limit the medical evidence opponents of claims can bring.

CIVIL RIGHTS/WARDS COVE — The measure sought to repeal the Wards Cove Packing Co. exemption in the Civil Rights Act of 1991. The exemption unfairly denies the Wards Cove workers the possibility of full justice in the courts.

DAVIS-BACON REFORM — The legislation would have strengthened the enforcement and administration of the prevailing wage statute. It also would have raised the dollar threshold that determines when the law is applied and would have eased paperwork and reporting requirements for employers.

EMPLOYMENT NON-DISCRIMINATION — The legislation sought to prohibit employment discrimination on the basis of sexual orientation.

EQUAL REMEDIES ACT — The bill sought to equalize remedies available to victims of intentional employment discrimination.

ERISA PRE-EMPTION — The legislation would have corrected several court decisions in which Reagan-era federal judges misinterpreted the Employment Retirement Income Security Act of 1974 (ERISA) to allow employers to avoid state prevailing wage laws, apprenticeship regulations and mechanics' lien laws.

FOREIGN-FLAG SHIPS — The bill would have extended protections of the Fair Labor Standards and National Labor Relations Acts to foreign-flag ships operating in American waters.

FRINGE BENEFITS, Group Legal Services — The measure would have permanently extended the tax exemption for employer-provided group legal services to employees.

HEALTH CARE REFORM — The legislation was the Clinton administration's comprehensive health care reform plan to provide universal coverage, portability, cost containment and fair financing. Various committees made significant changes to the bills.

HIGH DEFINITION TELEVISION (HDTV) — The resolution called on the Federal Communications Commission to consider U.S. employment impact when it determines the transmission standard for HDTV.

LONGSHORE WORK — As introduced, the State Department authorization bill contained language that would have repealed a State Department policy allowing crew members of foreign ships to perform work traditionally performed by American longshore crews. But the language was not maintained when a House committee reported the bill.

MARITIME SECURITY — The legislation was designed to preserve and create jobs for U.S. seafaring and shipbuilding workers and improve the competitiveness of the U.S.-flag commercial fleet.

NATIONAL HIGHWAY SYSTEM — The legislation would have established a new National Highway System, creating as many as 500,000 jobs.

OSHA REFORM — The measure represented the first major overhaul of the Occupational Safety and Health Act in 24 years.

PENSIONS, Retirement Protection — The legislation addressed solvency concerns of the Pension Benefits Guaranty Corp. and attempted to reduce its liability by improving security for under-funded pension plans, which protect employees' pensions.

PERFORMING ARTISTS — The bill would have amended the National Labor Relations Act to extend construction industry provisions of Section 8(f) to the entertainment industry, providing equal labor law protection to actors, musicians and others.

RE-EMPLOYMENT — Part of the administration's comprehensive retraining program, including establishment of "one-stop" career centers to serve as focal point of employment, education and training programs. The AFL-CIO supported the legislation but sought changes to make it more effective.

SUPERFUND — The bill would have reauthorized Superfund, designed to identify and clean up toxic and hazardous waste sites, adding Davis-Bacon wage protections.

TELECOMMUNICATIONS, Anti-Trust and Long Distance — Legislation to allow regional Bell operating companies to manufacture telecommunications equipment, with domestic content provisions, and to enter long distance, local and cable markets.

TIMBER/FOREST PRODUCT WORKERS — The legislation was aimed at providing these workers with training and employment transition assistance because of severe job loss in the industry.

TRADE, China MFN — One resolution opposed extending China's most-favored-nation trade status because of its worker and human rights violations. Another would have denied future MFN status to China unless human and worker rights conditions were met.

UNFUNDED MANDATES — Opposed by the AFL-CIO, the legislation would have banned or severely restricted so-called "unfunded mandates." Such action would threaten labor and other laws.

WORKPLACE FAIRNESS — The legislation would have banned the hiring of permanent replacement workers by employers during an economic strike. It died in the Senate after two attempts to end a GOP filibuster failed.

Lame-duck session gives GATT foes more time to fight

Trade deal with Japan falls far short on autos

By David Kameras

Trade unionists have gained some additional time to make their case against passage of legislation to implement a multilateral trade pact under the General Agreement on Tariffs and Trade.

The House of Representatives put off consideration of the bill until after the November election when the leadership was unable to garner enough Republican votes to offset those of pro-labor Democrats who oppose the pact.

The AFL-CIO had urged the House to delay the vote on the bill "in order to more thoroughly examine its serious failures," Legislative Director Robert M. McGlotten wrote in a letter.

House support for quick action faded after Senate Commerce Committee Chairman Ernest Hollings (D-S.C.), using a procedural technique, blocked full Senate consideration of the bill until after Congress returns from campaigning in the November election.

A lame-duck session of Congress will be held later this year, with votes expected Nov. 29 in the House and Dec. 1 in the Senate. "Fast-track" procedures preclude members from offering any amendments to the measure. Fast-track authority runs out at the end of the year.

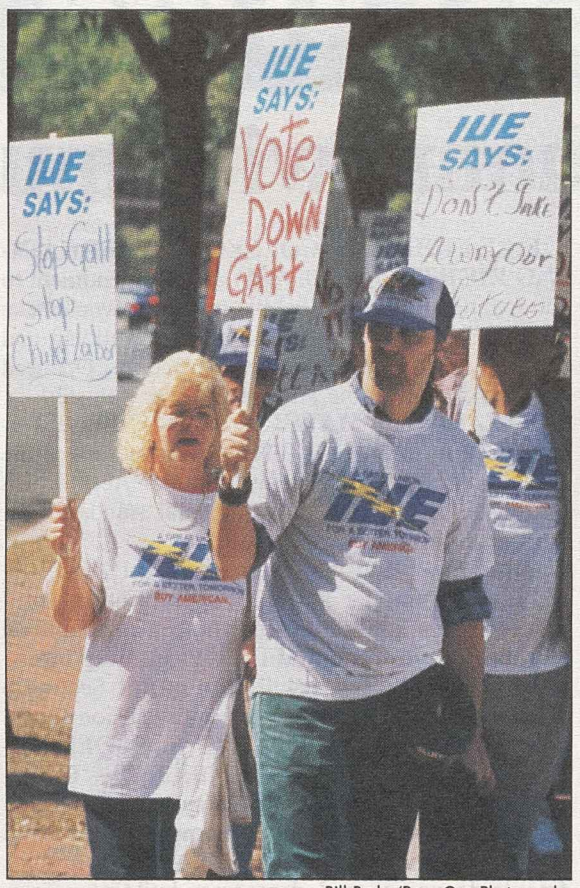
The AFL-CIO has opposed the GATT agreement because it would result in substantial job losses and offers nothing to effectively assist workers victimized by economic dislocation.

During a Sept. 30 rally in front of the White House, Electronic Workers President William H. Bywater warned hundreds of union members that "we're going to lose more jobs to underdeveloped countries, where the workers have no rights and where there is no concern for environmental protections."

Among those joining Bywater urging the fight against the GATT pact were AFSCME Secretary-Treasurer William Lucy, IUE Vice President Gloria Johnson, who is also president of the Coalition of Labor Union Women, and AFL-CIO Industrial Union Department President Elmer Chatak.

While pressing for fast action on GATT, the administration also was busy wrapping up a trade agreement with Japan that fell short of rectifying the enormous imbalance in the trade in cars and auto parts.

In return for receiving concessions on insurance, flat glass and government purchases of medical equipment and telecommunications, the United States abandoned tougher rules for the automotive sector because it "would have been the wrong signal at the wrong time," said U.S. Trade Representative Mickey Kantor.



Bill Burke/Page One Photography

These Electronic Workers are among hundreds of trade unionists who demonstrated against the GATT in front of the White House Sept. 30.

Expressing disappointment with the outcome of the talks, UAW President Owen Bieber noted, "While the U.S. has been negotiating with Japan on the auto trade imbalance for years and years, the reality is that the deficits keep getting worse and worse," exceeding $30 billion every year since 1986.

The administration on Oct. 1 began an investigation of Japanese barriers to its auto parts after-market under Section 301 of U.S. trade law. If violations are found, sanctions could be imposed, although Bieber noted the administration was making "only limited use of the less powerful Section 301 process to seek access to a relatively small portion of Japan's auto market."

Not only is the administration's decision "regrettable" for the millions of Americans who would benefit from a balanced U.S.-Japan trade relationship, Bieber said, but "it is bad news as well for the long-term growth of our economy and for a stable and orderly world trade system."

AFL-CIO, Japan unions back fair trade

In a wide-ranging joint statement with the AFL-CIO, the Japanese trade union federation, RENGO, agreed that Japan should "take measures to open its market wider for imports, promote deregulation and further spur domestic demand to reduce its trade surplus."

Trade and worker rights issues dominated the two-day meeting of the two federations Sept. 26-27 in Tokyo. The statement at the conclusion of the meetings included a call for the introduction of "social clauses" in the General Agreement on Tariffs and Trade, as well as the establishment of a working party to discuss trade and labor standards within the framework of the World Trade Organization (WTO), scheduled to be established in January 1995.

The federations said WTO should not be an "arena of conflict between developed and developing countries. Rather, it should be a place of positive discussion to ensure basic human and trade union rights, improve living standards and protect the global environment."

The AFL-CIO delegation was led by Secretary-Treasurer Thomas R. Donahue and included Vice President Frank Hurt, president of the Bakery, Confectionery and Tobacco Workers; Kenneth Coss, president of the Rubber Workers; Charles Gray, director of the international affairs department; Ken Hutchison, executive director of the Asian American Free Labor Institute; and Mark Anderson, director of the AFL-CIO task force on trade.

Coss's URW is engaged in strikes against two Japanese-owned companies.

The two federations agreed to join forces in order to meet the growing challenges posed by transnational corporations in today's global economy.

"The AFL-CIO expressed its appreciation to RENGO and looks for continued assistance in successfully combating anti-union practices of Japanese multinationals operating in the United States," the statement said.

The establishment of the North American Free Trade Agreement and the Asia-Pacific Economic Cooperation "should not encourage regional protectionism, but fortify the global free trade system and thereby improve the working and living conditions of workers," the AFL-CIO and RENGO agreed.

Recognizing that the huge trade imbalance between the two countries poses a major problem, the labor federations agreed "to call on the Japanese and U.S. governments to try to resolve the trade conflict through joint efforts based on mutual understanding, in refraining from taking unilateral measures."

The AFL-CIO and RENGO noted the rampant violation of human rights and trade union rights around the country, as reported by the International Confederation of Free Trade Unions, and particularly condemned "the existence of the Chinese system of forced labor camps, which are used to punish political dissidents and worker activists."

The labor federations urged North Korea not to leave the International Atomic Energy Agency and to abide by the nuclear non-proliferation treaty, while also strongly protesting Russia's dumping of nuclear waste into the Sea of Japan.

The federations also agreed to exchange information and launch joint studies on important issues facing workers in the two countries.

— Michael Byrne

Fresh evidence cited of forced labor in China

By Michael Byrne

With Chinese Foreign Minister Qian Qichen in Washington to discuss expanded trade, new evidence emerged that forced labor in China is producing goods for export to the United States.

In one such instance, a Chinese political prisoner has risked his life with a letter that includes labels that prisoners attach to artificial flowers. The flowers are sold in Ben Franklin Stores, a company executive confirmed for ABC-TV.

"I understand that once my letter is published, I might be persecuted even more harshly," wrote Chen Pokong from Guangzhou No. 1 Re-education Camp. "I might even be killed. But I have no choice."

Chen, a young teacher arrested for pro-democracy activity in 1989, is among tens of thousands of political prisoners held in the Laogai, or "re-education-through-labor," system documented by Harry Hongda Wu, himself a victim of that system for 25 years.

Wu, now executive director of the Laogai Research Foundation, and Jeffrey Fiedler, a director of the foundation and secretary-treasurer of the AFL-CIO Food and Allied Service Trades Department, sent an urgent plea for Chen's safety in letters to President Clinton and Secretary of State Warren Christopher.

Clinton met with Qian Oct. 6 and is scheduled to meet with Chinese President Jiang Zemin in November, during the Asian-Pacific Economic Cooperation meeting in Indonesia. Since Clinton "delinked" the issue of human rights from U.S.-China trade in late May, there has been a stampede of U.S. businessmen to China, including a large delegation in August led by Secretary of Commerce Ron Brown.

Plea for activist's life

Meanwhile, violations of human rights and worker rights in China have increased, including the arrest and sentencing of six activists who early this year signed a declaration affirming the right to form independent trade unions. Under these circumstances, Clinton's intervention "may be Chen Pokong's only hope of freedom, perhaps of life itself," Wu and Fiedler wrote the president.

"Chen Pokong has taken an enormous personal risk in bringing his and other prisoners' plight to the world's attention," they wrote. "His providing proof of what the Chinese government continues to deny — that Laogai prisoners still make products for export to the United States — will surely result in retaliation."

China and the United States in August 1992 signed a memorandum of understanding on prison labor in which the Chinese agreed to respect U.S. law banning forced labor products. The Laogai Research Foundation, however, has found numerous Chinese violations of that memorandum.

Most recently, Wu went undercover to China this summer to film Laogai prisoners working in the fields and delivering green tea to a processing plant run under a joint venture with a Japanese company. The joint venture, known as Zhejiang Sanmei Tea Co., has sent at least 50 tons of tea into the United States over the past three years, most of it to Tea Importers Inc. of Westport, Conn.

The foundation's report on that operation, "Blood Red Green Tea," and another on the artificial flowers operation, "Bloodstained Flowers," were sent to George Weise, commissioner of the U.S. Customs Service, with a request to investigate the U.S. importers of the products.

But Chen's safety was clearly the most pressing issue. Wu and Fiedler urged Christopher to initiate immediate action under the memorandum of understanding to visit the Guangzhou prison and insist that camp authorities provide State Department representatives with uninhibited access to Chen Pokong.

"As you know, there are severe problems with the memorandum, not the least of which is that Laogai authorities have the time to remove all evidence of the artificial flower production before allowing U.S. officials to visit," they wrote.

"Further, Chen is a truly courageous man, and we suspect he will tell U.S. officials the truth, even if Chinese officials are standing next to him. Decency and honor require that Chen's personal act of courage be responded to expeditiously," they concluded.

COPE launches all-out drive to get out vote

By Michael Byrne

With the primary season over, labor's choices for the upcoming general election are set, and the struggle begins in earnest with less than a month to go.

The state AFL-CIO endorsements, which require a two-thirds vote by delegates to state COPE conventions, give the candidates — primarily Democrats but including some progressive Republicans — the advantage of a COPE membership contact program geared to getting out the union vote.

While labor political action committees are outspent nearly 3-1 by business and trade association PACs, union members vote in much higher numbers than the electorate at large. In many districts, that's enough to make the difference.

"Our biggest fight right now is to overcome the apathy that infects the electorate as a whole," COPE Director Richard Walsh said. "Republicans are far more motivated at this point because they sense the possibility of gaining control of Congress. We've got to get out the vote to make sure that this conventional wisdom doesn't become a self-fulfilling prophecy."

Walsh pointed to voter turnout figures from the primaries, when Democrats stayed home in droves while Republicans increased turnout, particularly in the South. In Tennessee, for example, GOP mid-term primary turnout as a percentage of voting age population was the highest in more than 30 years, while Democratic turnout was the second-lowest in 30 years.

COPE has mounted a comprehensive effort to staunch the bleeding in Tennessee, where so much is at stake — an open governorship, two Senate seats, three open House seats and two other close House races. Of particular concern is the political health of Democratic Sen. James Sasser, chairman of the Senate Budget Committee and a longtime labor ally.

"Sasser is in the fight of his life," said Clarence Frost, the COPE regional director who supervises political activity in Tennessee, Kentucky and Ohio. "It would be a travesty if he were to lose. Since 1976, he's stood with working people better than any other senator in the entire South."

Sasser's COPE voting record is 206 "right" against 49 "wrong," an 81 percent mark. Among southern senators, the closest to Sasser are Wendell Ford of Kentucky and Bob Graham of Florida, both with 78 percent voting records. In the 1977-78 fight for reform of labor law, Sasser was the only "yes" vote among the 22 senators from states of the old Confederacy.

COPE Director Richard Walsh warned that figures from the primaries showed Democrats staying home while Republicans increased their turnout, especially in the South.

During last year's fight over the North American Free Trade Agreement, Sasser was the only member of the Tennessee congressional delegation to stand with labor, in either the House or the Senate, against the pressure from the White House.

"He even went to the president and the vice president and told them they were wrong," Frost said. "We've got to tell our members about that, do everything we can for him."

A number of affiliated unions have sizable membership in the state, including the Paperworkers, headquartered in Nashville, and the UAW.

The hard run against Sasser is using a number of negative ads on television and radio, including a radio spot that features a country ditty called "Two-Faced Jim." Sasser, on the other hand, is just gearing up for his media campaign.

The Tennessee AFL-CIO chose not to endorse any candidate in the race for the open Senate seat, formerly held by Vice President Gore and for two years by appointee Harlan Matthews. The Democratic candidate, Rep. James Cooper, compiled a 66 percent "right" voting record in the House, and was wrong on Workplace Fairness and NAFTA. He also tried to sabotage comprehensive health care reform with a minimalist alternative.

In Tennessee as in other parts of the country, union phone banks are busy gauging voter sentiment, millions of pieces of persuasion mailings are going out, follow-up phone calls are being prepared and everything is geared to the massive get-out-the-vote effort that comes in the last three days of the campaigns.

Local union presidents in every state are being encouraged this year to send letters to their members on behalf of the top of the ticket. "That is one of the best things that happens," said COPE Regional Director Pauline Fox Huffman. "Our surveys show that union members respond best to the leaders they deal with most directly."

While COPE monitors and coordinates this nationwide effort through its membership contact program, much depends on the expertise and innovations at the state and local levels.

In Colorado, for example, state COPE workers designed and developed a mailing to 28,500 union members to go out the week of Oct. 17. The literature promotes Gov. Roy Romer and other endorsed state candidates, with special "zoned" editions to promote four House candidates.

That mailing, state COPE Chairman Robert Greene reported, follows on the heels of a national COPE mailing and will be followed by a final get-out-the-vote mailing the week of Oct. 26. Four of the state's local AFL-CIOs have elected to mail palm cards to registered union members, which will go out Oct. 17 to target early voting.

"This is pretty typical of the campaigns in all the states," said Butch Foutz, the COPE assistant director responsible for coordinating the state campaigns. "We throw the ball out there and they run with it, building on strategies that have worked for years."

In Ohio, the state AFL-CIO is running a 35-phone bank in Columbus, supplemented by local central bodies, which are contacting each registered union member. As in 1992, the Cleveland AFL-CIO will conduct a "get out the vote walk" in the days before the Nov. 8 vote. Some 1,600 participated in the 1992 walk in Cleveland as union members helped Bill Clinton carry Ohio.

Voter apathy could hurt friends of labor in close races

Continued from Page 1

union, in conjunction with the state federation, also produced a get-out-the-vote video for Wofford, said USWA spokesman Gary Hubbard.

"There's a large number of undecided voters, but our biggest problem is apathy," said Hubbard, who joins other members of AFL-CIO unions in taking regular turns on the phone bank. "I probably logged about 100 calls in three hours this week (Oct. 3) and many of the people I talked to had not even registered yet."

The phone bank is one of 10 in the state, from the state federation headquarters in Harrisburg to smaller operations in Erie and Bucks County. The phone bank in traditionally Republican Montgomery County is pushing the candidacy of freshman Democratic Rep. Marjorie Margolies-Mezvinsky, focusing on a large number of undecided voters.

Ohio bucks trends

Ohio voters sent seven first-year lawmakers to the House in 1992, and the state AFL-CIO is busy rounding up votes for these and other endorsed House candidates facing tough campaigns. Despite the anti-incumbency mood across the country, the Democratic freshmen are holding their own, said Clarence Frost, COPE regional director.

"Ted Strickland is doing very well right now," Frost said. "He's a 100 percenter (COPE voting record) in a (southern Ohio) district that normally is not safe for Democrats. But he's such a good constituent congressman, a sort of non-political politician. People like him."

Another freshman congressman with a 100 percent COPE record, Sherrod Brown, also has a wide lead over his Republican opponent in a northern Ohio district. But COPE-endorsed Eric Fingerhut, with an 83 percent voting record, has the toughest fight among the Democratic freshmen, Frost said.

The Ohio AFL-CIO has a 35-phone bank in Columbus and other calls are going out from local central bodies around the state, focusing especially on the Senate race of Democrat Joel Hyatt, in an uphill battle to succeed retiring Sen. Howard Metzenbaum, a champion of workers and their unions for many years.

"There's been some improvement in Hyatt's numbers since he began television advertisements," Frost said. "He's moved up about 5 points in the polls and seems to be closing the gap, pulling within 5 to 10 points."

Hyatt's opponent, Lt. Gov. Michael DeWine, has been promised more than $900,000 from the Republican senate campaign committee, adding to his funding advantage over Hyatt.

DeWine has latched onto the coattails of incumbent Gov. George Voinovich, who has a huge lead over COPE-endorsed Democratic challenger Robert Burch, a state senator. While Democrats have lined up solidly behind Hyatt, DeWine has a 47 percent to 33 percent lead among independents, according to a recent poll.

Frost said Ohio has an unusual number of independents, "probably the largest number in the country."

To reach union members registered as independents, COPE has a one-on-one program that operates in offices and plants. That personal contact could be crucial in Ohio this year.



Charles Robideau/USWA

Trade unionists staff an AFL-CIO 50-phone bank at Steelworkers headquarters in Pittsburgh.

COPE-endorsed candidates

Senate, House and gubernatorial races

With the primary election season over, labor's endorsements for the Nov. 8 general election are set. The endorsements are made by the state AFL-CIOs if candidates receive two-thirds of the votes of delegates to the COPE meetings. Unions are supporting 328 candidates for the U.S. House, 33 candidates for the U.S. Senate and 32 candidates for governor, in addition to numerous candidates for statewide offices.

(* = Incumbent)



Washington
Senate
1 - Ron Sims (D)
House
1 - Maria Cantwell* (D)
2 - Harriet Spanel (D)
3 - Jolene Unsoeld* (D)
4 - Jay Inslee* (D)
5 - Thomas Foley* (D)
6 - Norman Dicks* (D)
7 - Jim McDermott* (D)
9 - Michael Kreidler* (D)

Oregon
House
1 - Elizabeth Furse* (D)
2 - Sue Kupillas (D)
3 - Ron Wyden* (D)
4 - Peter DeFazio* (D)
5 - Catherine Webber (D)
Governor
John Kitzhaber (D)

California
Senate
1 - Dianne Feinstein* (D)
House
1 - Dan Hamburg* (D)
2 - Mary Jacobs (D)
3 - Vic Fazio* (D)
4 - Katie Hirning (D)
5 - Robert Matsui* (D)
6 - Lynn Woolsey* (D)
7 - George Miller* (D)
9 - Ronald Dellums* (D)
10 - Ellen Schwartz (D)
11 - Randy Perry (D)
12 - Tom Lantos* (D)
13 - Fortney Stark* (D)
15 - Norman Mineta* (D)
16 - Zoe Lofgren (D)
18 - Gary Condit* (D)
19 - Richard Lehman* (D)
21 - John Evans (D)
22 - Walter Capps (D)
23 - Kevin Ready (D)
24 - Anthony Beilenson* (D)
25 - James Gilmartin (D)
26 - Howard Berman* (D)
27 - Doug Kahn (D)
28 - Tommy Randle (D)
29 - Henry Waxman* (D)
30 - Xavier Becerra* (D)
31 - Matthew Martinez* (D)
32 - Julian Dixon* (D)
33 - Lucille Roybal-Allard* (D)
35 - Maxine Waters* (D)
36 - Jane Harman* (D)
37 - Walter Tucker* (D)
38 - Peter Mathews (D)
39 - R.O. "Bob" Davis (D)
40 - Don Rusk (D)
41 - Ed Tessier (D)
42 - George Brown* (D)
43 - Mark Takano (D)
44 - Steve Clute (D)
45 - Brett Williamson (D)
46 - Mike Farber (D)
47 - Gary Kingsbury (D)
48 - Andrei Leschick (D)
49 - Lynn Schenk* (D)
50 - Bob Filner* (D)
51 - Rita Tamerius (D)
52 - Janet Gastil (D)
Governor
Kathleen Brown (D)

Nevada
Senate
2 - Richard Bryan* (D)
House
1 - Jim Bilbray* (D)
Governor
Robert Miller* (D)

Idaho
House
1 - Larry LaRocco* (D)
2 - Penny Fletcher (D)
Governor
Larry EchoHawk (D)

Montana
Senate
1 - Jack Mudd (D)
House
AL - Pat Williams* (D)

Wyoming
Senate
1 - Mike Sullivan (D)
House
AL - Bob Schuster (D)
Governor
Kathy Karpan (D)

Utah
Senate
2 - Pat Shea (D)
House
1 - Bobbie Coray (D)
2 - Karen Shepherd* (D)
3 - Bill Orton* (D)

Colorado
House
1 - Pat Schroeder* (D)
2 - David Skaggs* (D)
3 - Linda Powers (D)
4 - Cathy Kipp (D)
Governor
Roy Romer* (D)

Arizona
Senate
1 - Sam Coppersmith (D)
House
1 - Chuck Blanchard (D)
2 - Ed Pastor* (D)
4 - Carol Campbell Cure (D)
5 - Gary Auerbach (D)
6 - Karan English* (D)
Governor
Eddie Basha (D)

New Mexico
Senate
2 - Jeff Bingaman* (D)
House
2 - Benjamin Chavez (D)
3 - Bill Richardson* (D)
Governor
Bruce King* (D)

North Dakota
Senate
1 - Kent Conrad* (D)
House
AL - Earl Pomeroy* (D)

South Dakota
House
AL - Tim Johnson* (D)
Governor
Jim Beddow (D)

Nebraska
Senate
2 - Bob Kerrey* (D)
House
1 - Patrick Combs (D)
2 - Peter Hoagland* (D)
3 - Gil Chapin (D)
Governor
Ben Nelson* (D)

Kansas
House
2 - John Carlin (D)
3 - Judy Hancock (D)
4 - Dan Glickman* (D)

Oklahoma
Senate
1 - David McCurdy (D)
House
1 - Stuart Price (D)
Governor
Jack Mildren (D)

Texas
Senate
2 - Richard Fisher (D)
House
1 - Jim Chapman* (D)
2 - Charles Wilson* (D)
5 - John Bryant* (D)
9 - Jack Brooks* (D)
10 - Lloyd Doggett (D)
11 - Chet Edwards* (D)
13 - Bill Sarpalius* (D)
16 - Ronald Coleman* (D)
20 - Henry Gonzalez* (D)
23 - Rolando Rios (D)
24 - Martin Frost* (D)
25 - Ken Bentsen (D)
29 - Gene Green* (D)
30 - Eddie Bernice Johnson* (D)
Governor
Ann Richards* (D)

Alaska
Governor
Tony Knowles (D)

Hawaii
House
1 - Neil Abercrombie* (D)
2 - Patsy Mink* (D)
Governor
Ben Cayetano (D)



Michigan

Senate
1 - Bob Carr (D)

House
1 - Bart Stupak* (D)
2 - Marcus Hoover (D)
3 - Betsy Flory (D)
4 - Damion Frasier (D)
5 - James Barcia* (D)
6 - David Taylor (D)
7 - Kim McCaughtry (D)
8 - Bob Mitchell (D)
9 - Dale Kildee* (D)
10 - David Bonior* (D)
11 - Mike Breshgold (D)
12 - Sander Levin* (D)
13 - Lynn Rivers (D)
14 - John Conyers* (D)
15 - Barbara-Rose Collins* (D)
16 - John Dingell* (D)

Governor
Howard Wolpe (D)

New York

Senate
1 - Daniel Patrick Moynihan* (D)

House
1 - George Hochbrueckner* (D)
5 - Gary Ackerman* (D)
6 - Floyd Flake* (D)
7 - Thomas Manton* (D)
8 - Jerrold Nadler* (D)
9 - Charles Schumer* (D)
10 - Edolphus Towns* (D)
11 - Major Owens* (D)
12 - Nydia Velazquez* (D)
13 - Tyrone Butler (D)
14 - Carolyn Maloney* (D)
15 - Charles Rangel* (D)
16 - Jose Serrano* (D)
17 - Eliot Engel* (D)
18 - Nita Lowey* (D)
20 - Ben Gilman* (R)
21 - Michael McNulty*(D)
22 - Gerald Solomon* (R)
23 - Sherwood Boehlert* (R)
24 - John McHugh* (R)
25 - Rhea Jezer (D)
26 - Maurice Hinchey* (D)
27 - William Long Jr. (D)
28 - Louise Slaughter* (D)
29 - John LaFalce* (D)
30 - Jack Quinn* (R)

Governor
Mario Cuomo* (D)

Vermont

Senate
1 - Jan Backus (D)

House
1 - Bernard Sanders* (I)

Governor

Maine

Senate
2 - Thomas Andrews (D)

House
1 - Dennis Dutremble (D)
2 - John Baldacci (D)

Governor
Joe Brennan (D)

New Hampshire

House
1 - Bill Verge (D)
2 - Dick Lantos Swett* (D)

Massachusetts

Senate
1 - Edward Kennedy* (D)

House
1 - John Olver* (D)
2 - Richard Neal* (D)
4 - Barney Frank* (D)
6 - John Tierney (D)
9 - Joseph Moakley* (D)

Governor
Mark Roosevelt (D)

Ohio

Senate
2 - Joel Hyatt (D)

House
2 - Les Mann (D)
3 - Tony Hall* (D)
6 - Ted Strickland* (D)
9 - Marcy Kaptur* (D)
10 - Frank Gaul (D)
11 - Louis Stokes* (D)
12 - Cynthia Ruccia (D)
13 - Sherrod Brown* (D)
14 - Tom Sawyer* (D)
16 - Ralph Regula* (R)
17 - James Traficant* (D)
18 - Greg DiDonato (D)
19 - Eric Fingerhut* (D)

Governor
Robert Burch (D)

Pennsylvania

Senate
2 - Harris Wofford* (D)

House
1 - Thomas Foglietta* (D)
2 - Chaka Fattah (D)
3 - Robert Borski* (D)
4 - Ron Klink* (D)
6 - Tim Holden* (D)
7 - Curt Weldon* (R)
8 - John Murray (D)
10 - Joseph McDade* (R)
11 - Paul Kanjorski* (D)
12 - John Murtha* (D)
13 - Marjorie Mezvinsky* (D)
14 - William Coyne* (D)
15 - Paul McHale* (D)
16 - Bill Chertok (D)
18 - Mike Doyle (D)
20 - Frank Mascara (D)
21 - Bill Leavens (D)

Governor
Mark Singel (D)

Rhode Island

Senate
2 - Linda Kushner (D)

House
1 - Patrick Kennedy (D)
2 - Jack Reed* (D)

Connecticut

Senate
1 - Joe Lieberman* (D)

House
1 - Barbara Kennelly* (D)
2 - Sam Gejdenson* (D)
3 - Rosa DeLauro* (D)
4 - Chris Shays* (R)
5 - James Maloney (D)
6 - Charlotte Koskoff (D)

Governor
Bill Curry (D)

Wisconsin

Senate
1 - Herb Kohl* (D)

House
1 - Peter Barca* (D)
2 - Tom Hecht (D)
4 - Gerald Kleczka* (D)
5 - Tom Barrett* (D)
7 - David Obey* (D)
8 - Stan Gruszynski (D)

Governor
Chuck Chvala (D)

Delaware

Senate
1 - Charles Oberly (D)

Maryland

Senate
1 - Paul Sarbanes* (D)

House
1 - Steve Eastaugh (D)
3 - Ben Cardin* (D)
4 - Albert Wynn* (D)
5 - Steny Hoyer* (D)
7 - Kweisi Mfume* (D)

Governor
Parris Glendening (D)

New Jersey

Senate
2 - Frank Lautenberg* (D)

House
1 - Robert Andrews* (D)
2 - Frank LoBiondo (R)
4 - Christopher Smith* (R)
6 - Frank Pallone* (D)
8 - Herbert Klein* (D)
9 - Robert Torricelli* (D)
10 - Don Payne* (D)
13 - Robert Menendez* (D)

District of Columbia

House
AL - Eleanor Holmes Norton (D)

Missouri

Senate
1 - Alan Wheat (D)

House
1 - William Clay* (D)
3 - Richard Gephardt* (D)
5 - Karen McCarthy (D)
6 - Pat Danner* (D)
7 - James Fossard (D)
9 - Harold Volkmer* (D)

West Virginia

Senate
1- Robert Byrd* (D)

House
1 - Alan Mollohan* (D)
2 - Robert Wise* (D)
3 - Nick Rahall* (D)

Virginia

Senate
2 Chuck Robb* (D)

House
1 - Mary Sinclair (D)
3 - Robert Scott* (D)
4 - Norman Sisisky* (D)
8 - James Moran* (D)
9 - Frederick Boucher* (D)
11 - Leslie Byrne* (D)

Arkansas

House
2 - Ray Thornton * (D)
3 - Berta Seitz (D)
4 - Jay Bradford (D)

Governor
Jim Guy Tucker* (D)

Georgia

House
2 - Sanford Bishop* (D)
3 - Fred Overby (D)
4 - Comer Yates (D)
5 - John Lewis* (D)
6 - Ben Jones (D)
7 - George Darden* (D)
8 - Craig Mathis (D)
10 - Don Johnson* (D)
11 Cynthia McKinney* (D)

Governor
Zell Miller* (D)

Alabama

House
2 - Brian Dowling (D)
3 - Glen Browder* (D)
4 - Tom Bevill* (D)
5 - Bud Cramer* (D)
6 - Larry Fortenberry (D)
7 - Earl Hilliard* (D)

Governor
Jim Folsom* (D)

Mississippi

Senate
1 - Ken Harper (D)

House
1- Bill Wheeler (D)
2 - Bennie Thompson* (D)

Louisiana

Tennessee

Senate
1 - Jim Sasser* (D)

House
3 - Randy Button (D)
4 - Jeff Whorley (D)
5 - Bob Clement* (D)
6 - Bart Gordon* (D)
7 - Harold Byrd (D)
8 - John Tanner* (D)
9 - Harold Ford* (D)

Governor
Phil Bredesen (D)

South Carolina

House
1 - Robert Barber (D)
3 - James Bryan (D)
5 - John Spratt (D)
6 - James Clyburn* (D)

Kentucky

House
1 - Tom Barlow* (D)
5 - Walter "Doc" Blevins (D)

North Carolina

House
1 - Eva Clayton* (D)
2 - Richard Moore (D)
3 - Martin Lancaster* (D)
4 - David Price* (D)
5 - Sandy Sands (D)
8 - W.G. "Bill" Hefner* (D)
9 - Rory Blake (D)
11 - Maggie Lauterer (D)
12 - Melvin Watt* (D)

Illinois

House
1 - Bobby Rush* (D)
2 - Mel Reynolds* (D)
3 - William Lipinski* (D)
4 - Luis Gutierrez* (D)
5 - Dan Rostenkowski* (D)
6 - Tom Berry (D)
7 - Cardiss Collins* (D)
8 - Robert Walberg (D)
9 - Sidney Yates* (D)
11 - Frank Giglio (D)
12 - Jerry Costello* (D)
13 - William Riley (D)
14 - Steve Denari (D)
15 - Paul Alexander (D)
16 - Pete Sullivan (D)
17 - Lane Evans* (D)
18 - Douglas Stephens (D)
19 - Glenn Poshard* (D)
20 - Richard Durbin* (D)

Governor
Dawn Clark Netsch (D)

Florida

Senate
1 - Hugh Rodham (D)

House
1 - Vincent Whibbs Jr. (D)
2 - Pete Peterson* (D)
3 - Corrine Brown* (D)
5 - Karen Thurman* (D)
7 - Edward Goddard (D)
11 - Sam Gibbons * (D)
12 - Robert Connors (D)
15 - Sue Munsey (D)
16 - John Comerford (D)
17 - Carrie Meek* (D)
19 - Harry Johnston* (D)
20 - Peter Deutsch* (D)
21 - Lincoln Diaz-Balart* (R)
22 - Hermine Wiener (D)
23 - Alcee Hastings* (D)

Governor
Lawton Chiles* (D)

HERE boosts pay, protects pensions in Vegas contracts

By Muriel H. Cooper

Hotel Employees and Restaurant Employees ratified new three-year contracts with eight Las Vegas hotels and continued negotiations with 26 others even as they stepped up the pressure against three hostile employers.

The contracts were approved by workers at the Mirage, Treasure Island and Golden Nugget, owned by Mirage Resorts Inc., and at Circus Circus, Luxor, Excalibur, Silver City and Slots-A-Fun, owned by Circus Circus Enterprises.

Meanwhile, HERE locals marked the third anniversary of the bitter strike at the Frontier Hotel and opened new fronts in the campaign to organize the anti-union MGM and Santa Fe hotels.

The new contracts, covering 14,000 workers, included fully protected health and pension plans, a new promotion system, a 25-cent-an-hour wage increase and management neutrality in future union recognition campaigns on company-managed property.

Jim Arnold, secretary-treasurer of Culinary Workers Local 226, said the contracts will be the pattern for agreements with the 26 other Las Vegas hotels and casinos.

''We are extremely pleased with these new contracts because they continue the extraordinary partnership between the companies and the workers while accomplishing the union's major goals in our 1994 negotiations,'' Arnold said.

That relationship could be seen in front of the Frontier, where Circus Circus continued supplying strikers three meals a day, as it has done for nearly two years. Circus Circus ownership has called Frontier management an embarrassment to the strip. The Elardi family, owners of the 1,000-room Frontier property, forced a strike over health and pension benefits in 1991, then began ''permanently replacing'' the strikers.

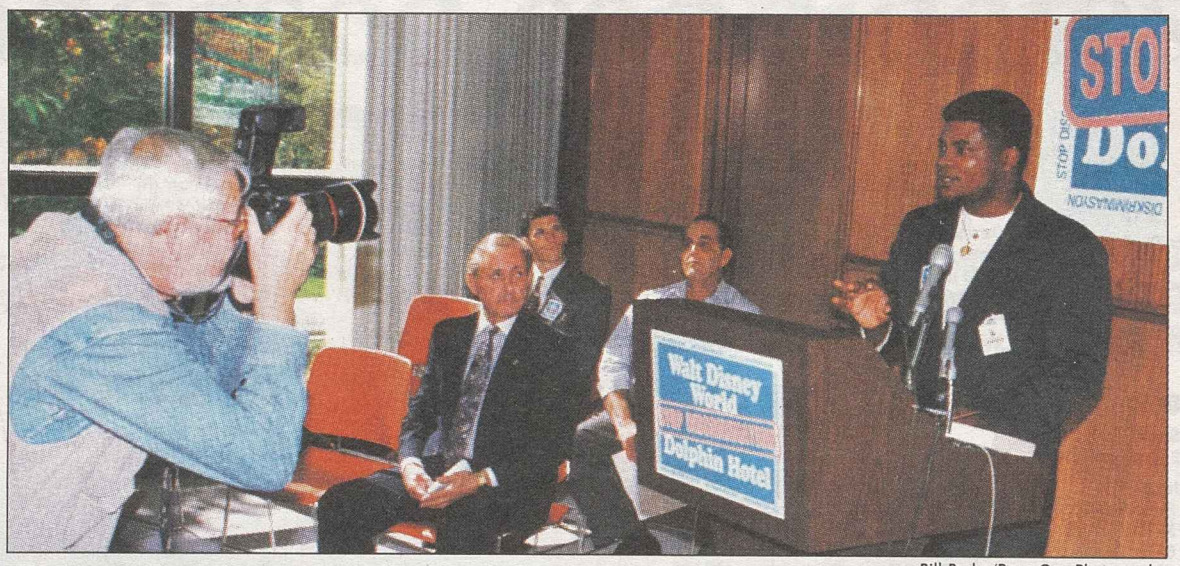
No Frontier striker has ever crossed the picket line. ''They are the real heroes of the labor movement,'' said D. Taylor, staff director for the local.

As the third anniversary of the strike passed on Sept. 21, the hotel agreed to pay $80,000 in fines for health and safety violations.

The hotel was cited for failing to have emergency battery-powered backup lights in case of power failure, blocking egress in several areas, improperly storing hazardous materials and offering no proper training for employees who use hazardous materials.

Meanwhile, the union is still waiting on the verdict from the National Labor Relations Board over organizing at the Santa Fe Hotel. Seventy percent of the workers signed union cards, but management has refused to agree to the card-check.

The union also is pushing its organizing effort on behalf of nearly 5,000 workers at the MGM Grand.



Bill Burke/Page One Photography

Discrimination by Walt Disney World's Dolphin Hotel is described by worker and union supporter Innocent Augustine at a news conference. Teamsters President Ron Carey looks on.

Disney hotels added to boycott list

By Sharolyn A. Rosier

Armed with representation by the Teamsters and a national AFL-CIO boycott, some 400 workers at Walt Disney World's Dolphin Hotel are fighting for dignity and respect on the job.

The AFL-CIO boycott, which includes the adjoining Swan Hotel, began Sept. 29 in an effort to change the mistreatment of hotel workers there. Both hotels, part of the Epcot Center resort area around Lake Buena Vista, are owned by Tishman Hotel Corp.

During an Oct. 12 news conference, the IBT announced it filed a federal class action lawsuit against the Dolphin Hotel alleging discrimination based on race, ancestry and national origin. The lawsuit claims the workers were deprived of their civil rights under the hotel's ''English only'' policy.

Under the hotel policy, the workers receive all work instructions and discipline in English only and are forbidden from conversing with each other in Spanish or Creole, even to convey or clarify work orders. Even warning signs about danger posed by equipment or chemical hazards are posted only in English.

Workers chose IBT Local 385 as their bargaining agent in September 1993, but the Dolphin refused to bargain with the union. The company has fired some 40 union supporters since the organizing campaign began.

The National Labor Relations Board issued a complaint last June, ruling that the hotel's conduct violated the National Labor Relations Act.

Despite its English-only policy, Dolphin management provided Spanish and Creole translators, written propaganda and videos in their campaign to persuade workers not to vote for union representation.

The company's affirmative action is almost nonexistent in management. Only one supervisor is Haitian and there are no Latino supervisors.

More than 90 percent of the workers are Haitian and Latino. Many entered the United States as political refugees, fleeing terror and repression at home.

One of the workers, Antonio Rodriguez, told reporters through an interpreter, ''I was made to sign numerous forms and an employee handbook without the opportunity of an interpreter. I did not get any clarification or explanation of what I was signing.''

One of the documents Rodriguez referred to is a 43-page employee manual written in English with one sentence in Spanish on the last page that states the signatories have read and understood the manual and accept responsibility for following its rules.

Hotel employees also are overworked, Rodriguez said, because when people are fired or quit, the work is distributed among everyone else. ''When I started, there were 24 housemen. Now there are only 16, with the same amount of work,'' he said. ''And of the 300 people I started working with four years ago, only 40 of us are still working there.''

Innocent Augustine, a union supporter fired by Dolphin for allegedly not reporting a one-month stint of employment at the Sheraton Hotel, said workers have called to tell him things are getting even worse. ''They have a list of everyone they want to fire, anyone they believe supports the union,'' he said.

IBT President Ron Carey charged that the hotel's policy is reminiscent of what immigrants have historically gone through when they come to the United States.

''The battles of the past are not finished. These workers came to America from Haiti and Latin America searching for freedom and opportunity, but on the grounds of Walt Disney World they have found illegal discrimination instead,'' Carey told reporters.

The employees do the so-called ''back-of-the-hotel'' jobs, working behind the scenes to keep the hotel clean and well-maintained.

The union has appealed to members of Congress and to the Equal Employment Opportunity Commission for a full investigation of the hotel.

Unions attack BET's dismal labor record

By James B. Parks

The AFL-CIO expanded its drive to get Black Entertainment Television to respect worker rights by challenging plans by the company's owner, Robert Johnson, to build a sports arena in downtown Washington, D.C.

Releasing a study questioning the viability of Johnson's stadium proposal, Metropolitan Washington AFL-CIO President Joslyn N. Williams charged that ''BET threatened, coerced and discharged employees in an effort to intimidate workers who supported union representation.''

The National Labor Relations Board has issued a complaint against BET for illegally threatening and firing workers during a 1993 representation election campaign won by Electrical Workers Local 1200 among BET technical employees.

''Ninety-eight percent of the BET work force is African-American and they earn 30 percent below the average wage of workers with comparable job classifications in the television industry within the D.C. area,'' Williams said.

The AFL-CIO, through its Strategic Approaches Committee, has assigned staff to assist the IBEW with its efforts to obtain a fair first contract.

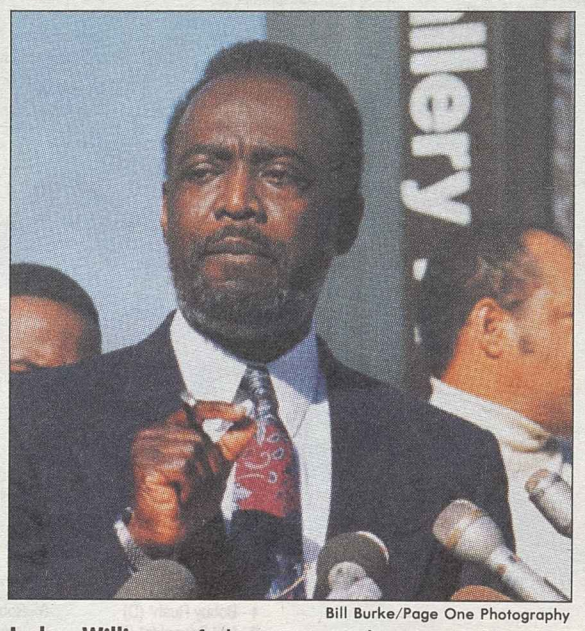
During the representation election campaign, BET fired or laid off several union activists and supporters, said Local 1200 shop steward Joseph Westbrook, who joined Williams at the news conference. The company canceled production on several days and required workers to attend meetings where supervisors pressured them to vote against the union.

Though the union has been certified for 14 months, CEO Johnson has ''not negotiated in good faith to settle the collective bargaining agreement,'' Williams said. The major unresolved issues include job security, overtime pay after eight hours of work, seniority rights, pay equity and wages similar to those at other companies in the area.

The AFL-CIO also challenged Johnson's business partner, Telecommunications Inc. (TCI), which owns 21 percent of BET. Last year when employees at TCI's Baltimore franchise tried to form a union, the company hired a detective agency to spy on them.

At one point, the company forcibly detained 27 African-American workers for eight hours in a locked room, where white investigators frisked and questioned them about theft and drug use.

''Theft was not the issue,'' said former TCI employee Roland Brown. ''They were trying to keep us from forming a union.'' While the Baltimore employees were being held against their will, employees of Washington's District Cablevision, also controlled by Johnson, were bused in to help maintain operations.



Bill Burke/Page One Photography

Joslyn Williams of the Metropolitan Washington AFL-CIO at news conference on BET tactics.

BARGAINING

SEIU city workers gain

Some 8,000 Service Employees who work for the city of San Francisco will receive a 6.5 percent wage increase in a three-year contract that also provides paid dependent health care coverage for the first time, plus a 7.5 percent pension contribution.

The workers, represented by three SEIU locals, approved the pact by an almost 10-1 margin. Local 790 represents some 6,000 clerical workers, custodians and paramedics. Local 250 represents 1,500 hospital and health care workers and Local 535 represents 1,000 mostly social workers.

The city will begin paying $75 per month per employee for dependent health care coverage, adding another $75 in 1995 and 1996. Under the contract, layoffs will result in citywide bumping rather than department bumping by seniority, SEIU spokesman Tim Regan said. The city also will provide one week severance per year of service for employees who lose their jobs to subcontracting.

Paper strike deadline set

Some 10 months after contracts expired, five unions have set an Oct. 31 strike deadline in negotiations with the San Francisco Chronicle and Examiner newspapers.

The Conference of Newspaper Unions (CNU), which represents the unions, set the deadline in the hope that ''the employer will get serious about reaching a settlement,'' said Carl Hall, administrative officer for the Northern California Newspaper Guild.

The employers have refused to back off demands for deep concessions. Among the issues holding up a settlement is the company's plan for a new delivery system that would consolidate newspaper drop-off points and could eliminate as many as 150 delivery positions, as well as 800 youth carrier jobs, the unions said. The company also is seeking to make many full-time jobs part-time and proposing to rely more on call-in help.

Besides the TNG, the unions of the CNU include the Teamsters, Communications Workers, Graphic Communications Workers and Service Employees.

Sprinkler Fitters on strike

Striking members of the Plumbers and Pipefitters stepped up their efforts to force Grinnell Fire Protection Systems Co. to sign a fair contract.

Some 1,400 workers in 47 states walked out April 13 after the company imposed its ''final offer,'' which included a 20 percent wage cut and cancellation of all national benefits. The pact expired March 31.

The workers, members of the Road Sprinkler Fitters Local 669, began informing contractors and customers that Grinnell is using inexperienced replacement workers to install and repair critical automatic fire protection systems such as sprinklers.

The union cited numerous accidents caused by unskilled workers, including one in Oklahoma City where a fill-in worker shut off the wrong sprinkler system and flooded a J.C. Penney department store.

Grinnell, owned by Tyco International Inc., pulled out of a multiemployer group with which the union had negotiated an agreement that included concessions to make the industry competitive.

Grinnell, the largest employer of sprinkler fitters, demanded more givebacks, including eliminating the industry health and pension plans in favor of a new company health plan and 401(k) plan.

IBT, Hertz in agreement

A campaign featuring surprise one-day picket lines by Teamsters members at Hertz Rent-A-Car across the country has won a new agreement for Hertz workers in Pittsburgh.

The workers won a contract that maintains health care benefits as they were before the workers were locked out four-and-a-half months ago. The company had demanded that workers pay all health care cost increases and accept a three-year wage freeze.

Other contract provisions include a pay increase of 60 cents per hour over the next two years, increased pension contributions and a reduction in the monthly health care co-payment from $60 to $20.

Along with the one-day picket lines, IBT members and supporters also distributed leaflets to travelers at airports in Boston and Albany, Buffalo, Rochester and Syracuse, N.Y., urging them to think twice about renting cars from Hertz.

Airline cost-cutting afflicts workers

Pilots break off USAir talks; others continuing

By David Kameras

Workers at America's major airlines continued their struggle to improve working conditions and job security in the face of efforts by carriers to cut costs to deal with cut-throat competition.

The Air Line Pilots broke off talks with USAir after the carrier announced plans to sell off a number of its planes and possibly discontinue international service. The Flight Attendants, Machinists and Transport Workers are continuing to negotiate over concessions USAir wants. All the unions have insisted on a financial stake in the company and seats on the board.

The IAM also is working to get its first contract for USAir's fleet service workers.

Meanwhile, USAir agreed to settle an age discrimination lawsuit against Piedmont, which merged with USAir in 1989, by offering jobs to as many as 32 pilots over the age of 40 and paying $300,000 in damages. The settlement is subject to approval by a federal court.

In other industry developments:

- At Trans World Airlines, ALPA, the IAM and the unaffiliated Independent Federation of Flight Attendants have joined together in agreeing to more than $100 million in concessions to aid the troubled carrier. The carrier, already part-owned by the employees, is going to its creditors to seek additional relief.
- Pensions will be paid in full to most of the 37,000 Pan American World Airways workers and retirees covered by three pension plans taken over by the Pension Benefit Guaranty Corp., which reached a settlement with the defunct carrier's estate. ''Although little was left in the Pan Am estate, we were able to recover over a third of what was available on behalf of the pensions and the insurance programs,'' said PBGC Executive Director Martin Slate.

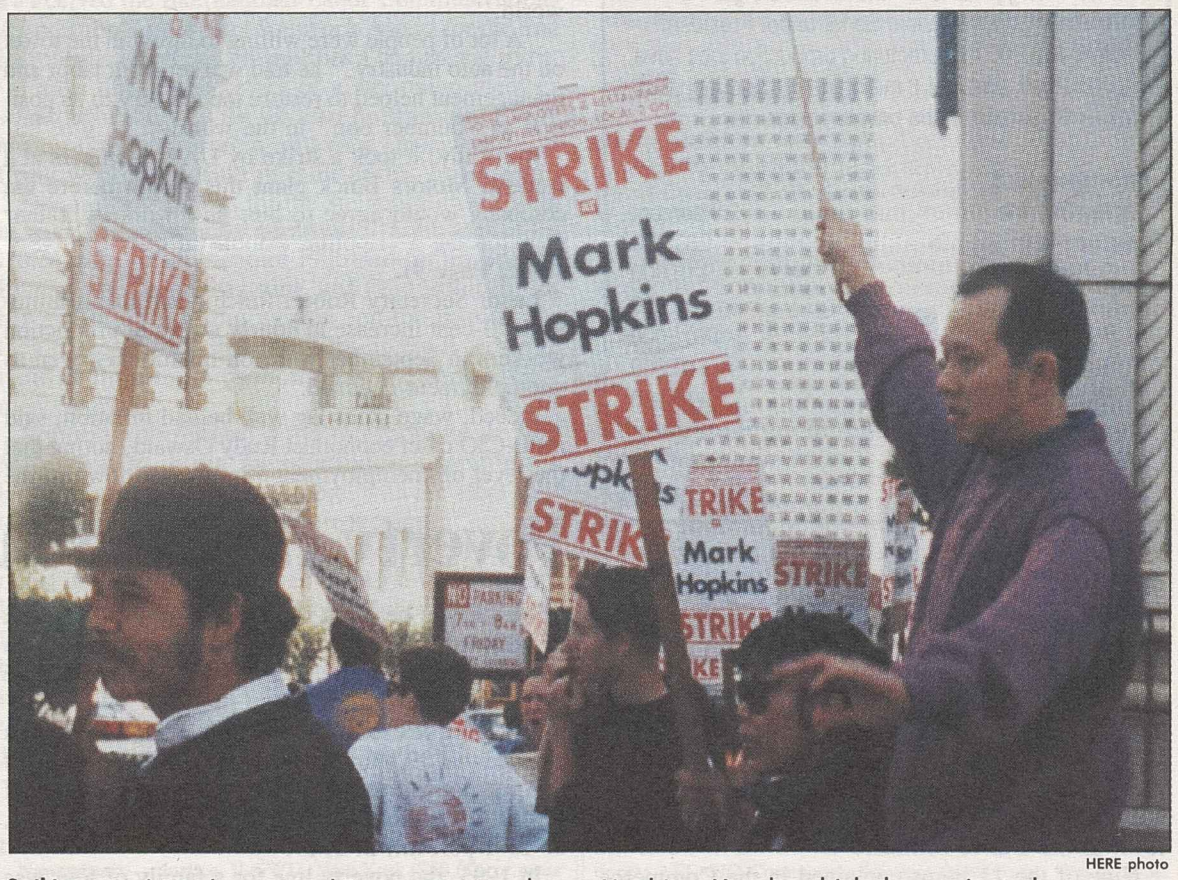
In addition to the $115 million settlement, PBGC will provide approximately $700 million, bringing the total within range of the $900 million unfunded pension liability of the three Pan Am plans.

- At United, ALPA has moved to block a $2 million ''success fee'' payment to a staff attorney active in the $4.9 billion employee buyout of the air carrier. The union also is trying to recover a $375,000 payment to the lawyer relating to a failed 1989 bid to buy United.

United also began a low-cost ''Shuttle'' on the West Coast, imitating profitable Southwest Airlines by reducing aircraft turnaround time on the ground. The shuttle was part of the buyout agreement that gave workers majority control of the airline.

- The House of Representatives on Oct. 3, and again on Oct. 4, passed a bill to prohibit smoking on all international flights entering or leaving the United States. The measure, strongly supported by the AFA, would apply to the U.S. leg of flights involving more than one foreign location. Because the Senate did not act on the legislation, it will have to be introduced again next year.

''Second-hand smoke is a serious threat to flight attendant health and passenger health,'' said AFA President Dee Maki. ''AFA fought long and hard to remove smoking on domestic flights, and we are extremely pleased to see the ban expanded to include long, international flights where the threat is even greater.''



HERE photo

Striking Hotel Employees and Restaurant Employees picket in front of San Francisco's Mark Hopkins Hotel, which has rejected a master agreement reached with other major city hotels.

Buick City strike wins jobs, other gains

Workers at General Motor's Buick City complex overwhelmingly ratified a new agreement, ending a five-day strike that almost shut down the automaker's domestic operations.

A key issue in the dispute was GM's reluctance to hire new permanent employees. With demand for autos high, the workers have worked significant amounts of overtime. Workers said the pressure to speed up work and put in extra hours threatened their health and safety.

Almost 12,000 employees walked out Sept. 27 in a dispute over staff and workloads. There are 25 factories at the mile-long complex in Flint, Mich., where workers manufacture Buick LeSabres and Park Avenues and Oldsmobile Delta 88s.

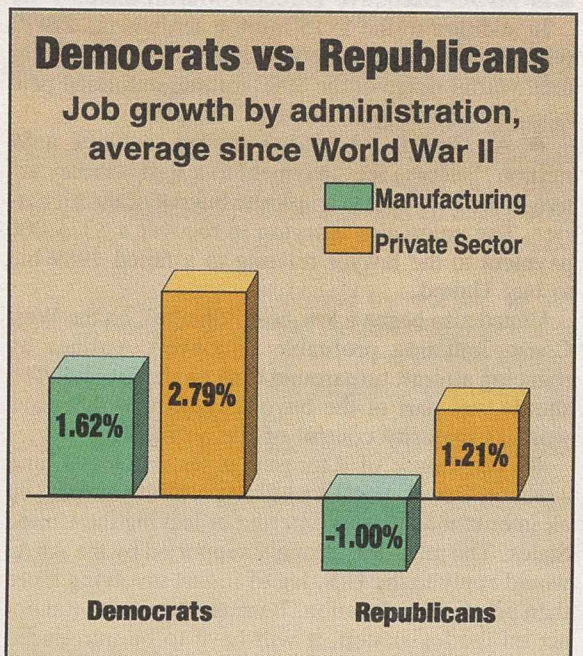
The agreement, approved Oct. 2, requires the company to hire 750 new workers and to implement an ergonomics program to curb repetitive trauma injuries. In addition, the company will set up a rehabilitation center to help with physical therapy, said Dave Yettaw, president of UAW Local 909.

The company also agreed to eliminate several hundred temporary workers at Buick City, hiring only summer replacements in the future. GM management also withdrew plans to hire an outside company to load finished cars on rail cars.

Analysts estimated the walkout cost GM at least 18,000 vehicles and $40 million in lost profits. A shortage of parts from the Buick City plants forced GM to halt production at nine North American factories and to furlough 22,000 workers. The Buick City parts plant supplies parts to almost all of GM's domestic factories.

Two days after the Buick City vote, UAW members at GM's Toledo, Ohio, transmission plant won an agreement to hire 125 new hourly workers, avoiding a strike. UAW Local 14 represents some 4,100 workers at the Toledo plant. Negotiations also are continuing at GM's transmission plant in Warren, Mich.

DATA



The average growth rate for private-sector jobs under Democratic administrations since World War II is more than double the average under Republican administrations. In the manufacturing sector, jobs have declined during every Republican administration except for Nixon's, when it edged up at a mere 0.1 percent annual rate. The number of manufacturing jobs never has fallen during a Democratic administration. So far under President Clinton, 145,000 manufacturing production jobs have been created, part of 4.6 million new jobs during that time — 91 percent in the private sector.

Unemployment	
September rate	5.9 percent
New non-farm payrolls	239,000
Construction	+19,000
Manufacturing	+18,000
Services	+101,000
Retail trade	+40,000
Transportation	+19,000
Factory Orders	
August	+4.4 percent
Leading Indicators	
August	+0.6 percent

AFL-CIO NEWSGRAFIC

Jobless figure drops to 5.9%

Falling rate still well above pre-recession figure

By David Kameras

The number of Americans actively looking for work fell to 5.9 percent in September, down from 6.1 percent in August and from the 6.7 percent mark at the beginning of the year, the Bureau of Labor Statistics reported.

The decline in the unemployment rate was good news for President Clinton and Democrats running for re-election, who have been pointing to the improving economy as reason to continue the administration's programs.

Three times as many private-sector jobs were created during the first 19 months of the Clinton administration than in all of George Bush's 48 months combined.

The new data provided a good foundation for Clinton Oct. 11 as he campaigned for Democratic candidates in Detroit, where he addressed autoworkers at a Ford Motor Co. plant. After meeting with UAW President Owen Bieber and the chief executive officers of the Big Three auto companies, he proclaimed the industry is ''back clearly leading the world.''

''A lot of people were willing to throw in the towel on the auto industry,'' he told workers, but labor and management helped to restore the industry to its position as ''number one'' in the world.

Ironically, it took a strike by UAW members at a General Motors Buick plant this month before the company would agree to hire new workers, rather than forcing a crippling amount of overtime. **(See story, Page 9).**

Labor Secretary Robert Reich noted that a minuscule, 3-cent increase in hourly wages of production workers in September was non-inflationary even as unemployment declined.

Indeed, wage gains lag well behind inflation, said AFL-CIO chief economist Rudy Oswald, noting that the level of unemployment ''is still not down to the pre-recession rate of 5.2 percent in June 1990.'' In addition, ''most of the job gains continue to be in services, without any real recovery in manufacturing employment,'' he said.

> *''Most of the job gains continue to be in services, without any real recovery in manufacturing employment.''*
>
> **— Rudy Oswald**
> **AFL-CIO chief economist**

Oswald noted that manufacturing jobs have increased by less than 150,000 over the past year, and are still 1.1 million below the pre-recession level. Similarly, construction work, while increasing, is represented by 200,000 less jobs than in June 1990.

But reductions in the unemployment rate were apparent in a broad range of categories. The rate for men 20 years of age and older went down from 5.4 percent to 5.1 percent, and for women, from 5.4 percent to 5.3 percent. Teenage unemployment dropped from 17.5 percent to 17.0 percent.

For African-Americans, the rate was 10.7 percent, down 0.8 of a point, and for Hispanic-Americans, 10.2 percent, unchanged.

Job growth varied a lot from state to state in the separate BLS report on state and metropolitan area employment, updating August figures. The unemployment rate dropped in 28 states and the District of Columbia but increased in 18 states, remaining unchanged in four states, the report noted.

Arizona and North Carolina saw their August jobless rate jump by half a percentage point to 6.3 percent and 5.2 percent, respectively. The job picture improved by 0.6 percent in Florida and Illinois, and by 0.5 percent in Delaware, Idaho, Georgia and North Dakota.

Double-digit jobless rates in metropolitan areas fell most heavily in three states: California (Bakersfield, Fresno, Los Angeles-Long Beach, Modesto, Stockton-Lodi), Florida (Lakeland-Winter Haven) and Texas (Brownsville-Harlingen-San Benito, Lubbock).

Early figures for September showed California with the highest unemployment rate among the 13 largest states, with 8.3 percent. The lowest were North Carolina (5.1 percent) and Massachusetts (5.2 percent).

Good news for economy

New statistics show the economy is growing in a robust fashion and will continue to do so through the end of the year.

Factory orders in August were up substantially at 4.4 percent, signaling strong demand at the wholesale level at the end of summer.

Nine of the 11 items contained in the Commerce Department's index of leading indicators were positive, led by new orders for consumer goods and materials. That index reflects economic activity several months down the road.

Meanwhile, wholesale prices in September declined 0.5 percent, the Commerce Department reported, indicating that inflation continues to be held in check. Finished goods edged up 0.1 percent, and energy goods and consumer foods declined.

Teachers' pay stagnant

Teachers last year received their smallest pay increase in the 35 years such data have been collected, the AFT reported.

The report showed that salaries in the 1993-1994 school year advanced only 2.3 percent beyond those of the previous year. The 2.7 percent rate of inflation means teachers' real earnings went down.

''Teacher salaries essentially have been stagnant in the 1990s,'' said AFT Secretary-Treasurer Edward J. McElroy. ''In recent years, many teachers have agreed to hold down raises in recognition of their state's budget crunch during the recession.''

In only three states — Alabama, New Mexico and Tennessee — did teacher salaries rise on average in excess of 5 percent.

Poverty rate increases during recovery

The chasm between rich and poor in America widened still more as 1992-93 became the fourth straight year for more American citizens to tumble below the poverty line.

A report released Oct. 6 by the Census Bureau showed that 39.3 million Americans, 15.1 percent of the population, met the government's definition of ''poor.'' That's up substantially from 32.4 million, or 13.1 percent, in 1989.

In 1993, the poverty line for a family of four was $14,763 in annual income. The figures showed that 33.1 percent of all African-Americans and 30.6 percent of all Hispanics were below that line. The South continued to lead the nation with the highest poverty rate of 17.1 percent.

The poverty rate for children was 22.7 percent, making them the most vulnerable age group and 35.6 percent of families headed by a female were poor.

''The top 20 percent of American households now receive almost half the nation's income, while the share of income earned by the middle class has dropped,'' said Labor Secretary Robert Reich. ''America's rising economic tide is lifting too few boats.''

Strongly contributing to the decline in living standards has been an ongoing drop in real income — wages that have been adjusted for inflation.

Last year, real median income of households dropped 1 percent, and for families, 1.6 percent. While all regions of the country experienced substantial declines, workers in the Northeast suffered the greatest losses.

Households in the central cities of large metropolitan areas, those with 1 million or more people, saw a 3.2 percent drop in real income from 1992 to 1993, capping a continuous decline that has reached 12 percent since 1989.

''Although the most recent recessionary period ended in March 1991, household income in 1993 did not recover to its position before the recession,'' said Daniel Weinberg, chief of the Census Bureau's Housing and Household Economics Statistics Division.

Another factor has been a federal minimum wage stuck at its current level since April 1991.

''The failure to raise the federal minimum wage in recent years has contributed to the growth of poverty,'' said AFL-CIO economist Markley Roberts. ''A wage rate of $4.25 an hour is ridiculously low in relation to family needs.''

The AFL-CIO has repeatedly called for automatic adjustments in the minimum wage so that it represents at least 50 percent of average hourly earnings of nonsupervisory workers and production workers in nonfarm private industry.

The Census Bureau also reported that 11.5 million, or 29.3 percent of poor Americans, had no health insurance, Medicare or Medicaid in 1993, an increase of 500,000 from the year before. Overall, the number of Americans without health insurance coverage grew from 38.6 million to 39.7 million.

Poor persons constitute 28.9 percent of all uninsured Americans.

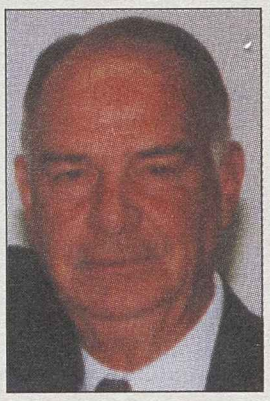
Individuals at the highest risk to be uninsured in 1993 included many categories most likely to be poor: young adults aged 18 to 24 (26.8 percent); Hispanic (31.6 percent) and African-Americans (20.5 percent); those lacking a high school diploma (21.7 percent); and part-time workers (20.0 percent). In addition, empoyees of small firms and workers in lower-wage jobs were much less likely to be insured.

Coverage rates in 1991-93 increased in three states and fell in 13 states. The District of Columbia had the highest percentage of non-covered persons, and Hawaii and Wisconsin had the lowest.

— David Kameras

NEWSMAKERS

Frank W. Carter was elected president of the Glass, Molders and Pottery Workers after **James E. Hatfield** stepped down during the union's executive board meeting. Hatfield, who will serve as chairman of the GMP until he retires in March 1996, is a member of the AFL-CIO Executive Council and is president of the Union Label and Service Trades Department. Carter served as the union's secretary-treasurer since 1980. **James Rankin** moves up from vice president to secretary-treasurer.



Frank W. Carter

Josephine LeBeau was elected executive director of AFSCME District Council 1707 of New York. She is the first woman and the first African-American to lead the 22,000-member council. LeBeau joined the union in 1965.

President Clinton appointed National Labor Relations Board Chairman **William B. Gould IV** to the Council of the Administrative Conference, responsible for working to improve the fairness and efficiency of U.S. administrative agencies. Gould, who became NLRB chairman in March, had been a law professor at Stanford University since 1972.

Clinton also announced that he will nominate **Kenneth B. Hipp** to the National Mediation Board. Hipp is a partner and chairman of the labor law section of Goodsill, Anderson, Quinn & Stifel, based in Hawaii. If confirmed by the Senate, Hipp would fill a Republican seat on the NMB, replacing **Patrick J. Cleary,** whose term expired July 1.

Janice F. Brennan was promoted to residence manager at the **Maritime Institute of Technology and Graduate Studies** in Linthicum, Md., the training center for the Masters, Mates and Pilots, an affiliate of the Longshoremen. Brennan is responsible for the operation and marketing of the institute's residential buildings and conference center.

The Senate approved **Timothy M. Barnicle** as the assistant secretary of labor for policy. Barnicle, an attorney with Neece, Cator, Barnicle and Associates, has worked for Sen. **John Kerry** (D-Mass.), served as the Labor Department's regional administrator for New England and worked as the legislative director for the late Minnesota Sen. **Hubert Humphrey.**

Connecticut Labor Commissioner **Ron Petronella** was elected president of the National Association of Government Labor Officials (NAGLO). NAGLO comprises commissioners, directors and secretaries of labor from each state. Petronella served for 22 years as a business representative and legislative director of Food and Commercial Workers Local 371, and also served as vice president of the Connecticut AFL-CIO.

Jim Grossfeld has returned to the Mine Workers as the director of communications. Grossfeld, who left UMWA President Richard Trumka's staff earlier this year for a government speechwriting position, replaces **Greg Hawthorne,** who has moved to the UMWA legal department.

AWARDS

Farm Workers founding President **Cesar Chavez** became the 18th person honored by the Labor Hall of Fame. The Labor Department announced that Chavez, who died in 1993, would be an exception to the rule that individuals would not be considered for induction until five years after their deaths. The plaque honoring Chavez immediately becomes part of the Hall of Fame, and Chavez will be inducted officially on the fifth anniversary of his death in 1998.

Mine Workers President **Richard Trumka** received the ''Democrat's Democrat'' Award from the Democrats 2000 during their annual dinner. Trumka told the crowd that union families will rally behind Democratic congressional candidates this year, just as they did in helping to elect a Democratic president in 1992.

DEATHS

Rabbi Joseph B. Glaser, executive vice president of the Central Conference of American Rabbis died in his Scarsdale, N.Y. home from lung cancer. He was 69.

The rabbi, a longtime defender of worker rights, was a leader in the religious community's drive to pass the Workplace Fairness bill. He also was active with the Farm Workers.

Glaser is survived by his wife, Agathe, three sons and a daughter, five grandchildren and a brother.

— Compiled by Muriel H. Cooper

RESOURCES

The Union Privilege Union Mastercard **Scholarship Program** will provide $150,000 in scholarships to union members, their spouses and their children in 1995. The program offers one-time cash grants of $500 to $4,000 to help defray the costs of higher education. The application deadline is March 15, 1995. Send requests on a postcard with union affiliation, name and return address to Union MasterCard Scholarship, P.O. Box 9389, Minneapolis, Minn. 55440-9389. For bulk orders, unions may call Margie Mickens at 800/472-2005.

The **Sidney Hillman Foundation** will award prizes of $1,000 each for works that address themes relating to the ideals of Sidney Hillman, founder of the Amalgamated Clothing Workers. Contributions may be in the fields of daily or periodical journalism, nonfiction, radio and television. Themes include the protection of individual civil liberties, improved race relations, a strengthened labor movement, the advancement of social welfare and economic security, greater world understanding and related problems. The deadline is Jan. 16. Mail submissions to the Sidney Hillman Foundation, Inc., 15 Union Square, New York, N.Y. 10003.

TRAINING

The Gerald R. Waters 7th annual **Labor Alcohol and Substance Abuse Services Training Institute** will be held Oct. 23-28 at Bayberry Land, Southampton, N.Y. Eight courses cover chemical dependency and risk for HIV/AIDS, care for caregivers and successfully managing an employee assistance program, among other topics. Contact John J. Gehan or Diana Matthews at 212/532-7575.

PUBLICATIONS

Where to Begin: Help for the Unemployed is a 30-page booklet published by the Massachusetts AFL-CIO in cooperation with religious and labor groups addressing topics such as beating the unemployment blues, surviving financial crisis, unemployment benefits and job hunting. To order, send $1.50 per copy plus $1 postage to the Labor Guild, 883 Hancock Street, Quincy, Mass. 02170.

Bringing Labor into the Public Schools Curriculum: Resources for Teachers is a free 10-page annotated listing of curricula, local programs and other resources from the California Federation of Teachers Labor in the Schools Committee. Contact CFT, One Kaiser Plaza, Suite 1440, Oakland, Calif. 94612.

VIDEO

AFGE & Me is a four-minute video that debuted at the August Government Employees convention and is now a part of the union's internal organizing campaign. Copies are $10 each payable to the AFGE Special Organizing Fund. For copies write the AFGE Communications Department, 80 F Street, N.W., Washington, D.C. 20001.

UAW's Funke wins Max Steinbock Award

Michael Funke, a writer for UAW Solidarity, received the International Labor Communications Association's 1994 Max Steinbock Award for the best journalistic effort that exemplifies a humanistic spirit.

Funke detailed the story of a gay union member who fought abuse on the job after he organized a rally against Cracker Barrel, a restaurant chain accused of firing workers because of their sexual orientation.

Honorable mentions for the Steinbock award went to Peter Pieragostini for his article, ''Memories of the Holocaust,'' in the summer 1993 issue of the Service Employees' Union magazine, and Ellie Spielberg for her article on working women and the inspirations they received from their mothers, in the April 1993 issue of Justice, the publication of the Ladies' Garment Workers.

Winners were selected in five categories for the Saul Miller Award, given for outstanding efforts in the labor press on a designated topic, with the 1993 contest focused on 1992 election coverage.

The New Teamster won for international and national union publications, and the AFL-CIO Milwaukee Labor Press and the Union Advocate of the St. Paul Trades and Labor Assembly won for central body publications. Local union winners included Utility Reporter, Electrical Workers Local 1245 in Walnut Creek, Calif., and Local News, Steelworkers Local 3701, Gouverneur, N.Y.

The top awards are:

GENERAL EXCELLENCE

International and National Union Publications

Newspapers — Justice, ILGWU, New York (250,000 or more circulation); Labor Unity, ACTWU, New York (100,000-249,000 circulation); On Campus, AFT, Washington (less than 100,000 circulation).

Magazines — Solidarity, UAW, Detroit (250,000 or more circulation); UFCW Canada Action, UFCW, Ontario (100,000-249,000 circulation); Flightlog, AFA, Washington (less than 100,000 circulation).

Newsletters — Healthcare Worker Update, SEIU, Washington.

State and Local AFL-CIO Publications

Racine Labor, Racine, Wis. (more than 12 issues yearly) and Union Labor News, South Central Federation of Labor, Madison, Wis. (12 or fewer issues per year).

Local Union Publications

California Pride, CSEA/SEIU Local 1000, Sacramento, Calif. (15,000 or more circulation); Trade Winds, IAMAW Local 1781, Burlingame, Calif. (7,500 to 14,999 circulation); Newsline 1999, UAW, Oklahoma City, Okla. (2,500 to 7,499 circulation); The Guild Forum, TNG Local 35, Washington (less than 2,500 circulation); The Summit City Mailbag, NALC Branch 116, Ft. Wayne, Ind. (machine duplicated publications).

Regional Publications

New York Teacher, N.Y. State United Teachers, Albany, N.Y. (more than 20,000 circulation) and USAir Today, AFA/MEC, E. Sandwich, Mass. (less than 20,000 circulation).

SPECIAL CATEGORIES

Best Original Cartoon — Chicago Union Teacher, AFT Local 1, Chicago (local union publication); Solidarity, UAW, Detroit (all other publications).

Best Original Photograph — The Voice, United University Professions, Albany, N.Y. (local union publications); UNION, SEIU, Washington (all other publications).

Best editorial or column — Movers & Shakers, AFSCME Local 1549, New York (local union publications); Public Employee Press, AFSCME District Council 37, New York (all other publications).

Best Feature Story — 660 Voice, SEIU Local 660, Los Angeles (local union publications); United Mine Workers Journal, UMW, Washington (all other publications).

Best Series — United Teacher, United Teachers of Los Angeles (local union publications); Public Employee Press, AFSCME District Council 37, New York (all other publications).

Unique Performance — Utility Reporter, IBEW Local 1245, Walnut Creek, Calif. (local union publications); Flightlog, AFA, Washington (all other publications)

Best Use of Graphics — The Unionist, AFSCME, SSEU Local 371, New York (local union newspapers); The American Postal Worker, APWU, Washington (all other newspapers); Union Leader, UFCW Local 400, Landover, Md. (local union magazine); UFCW ACTION, UFCW, Washington (all other magazines); UFCW Local 27 Reporter, Baltimore, Md. (local union typeset newsletters); Label Letter, ULSTD, AFL-CIO, Washington (all other typeset newsletters); Communique Local 9503, CWA, Chatsworth, Calif. (local union computer or typewritten newsletters); NALC Retiree, NALC, Washington (all other computer or typewritten newsletters).

Best Front Page (newspapers) — The Public Sector, AFSCME, CSEA Local 1000, Albany, N.Y. (local union publications); Justice, ILGWU, New York (all other publications).

Best Front Page (newsletters) — CWA Sector News, CWA, Washington (typeset newsletter); NALC Retiree, NALC, Washington (computer or typewritten newsletter).

Best Magazine Cover — Union Leader, UFCW Local 400, Landover, Md. (local union magazines); The Carpenter, UBC, Washington (all other magazines); The Guild Forum, TNG Local 35, Washington (local union typeset newsletters); Healthcare Worker Update, SEIU, Washington (all other typeset newsletters); Communique Local 9503, Chatsworth, Calif. (local union newsletters, computer or typewritten).

Non-periodical, special publications

Editorial Excellence — Ohio Civil Service Employees Association, AFSCME Local 11, Columbus, Ohio (local union publications); AFL-CIO Community Services Department, Washington (all other publications).

Best Use of Graphics — IUOE Local 3, Alameda, Calif. (local union publications); United Auto Workers, Washington, D.C. (all other publications).

Achievement in Labor History

Best story, profile or editorial using history — Justice, ILGWU, New York (international and national union publications); Federation News, Chicago Federation of Labor, Chicago (central labor council publications); United Worker, SEIU Local 790, San Francisco, Calif. (local union publications); Public Employee Press, AFSCME District Council 37, New York (regional publications).

Best institutional profile — The Dispatcher, ILWU, San Francisco (international and national union publications); Racine Labor, Local Unions, Racine, Wis. (central labor council publications); Newsline 1999, UAW Local 1999, Oklahoma City, Okla. (local union publications); Public Employee Press, AFSCME District Council 37, New York (regional publications).

Best Human Interest or Biographical Profile — The Postal Record, NALC, Washington (international and national union publications); Federation News, Chicago Federation of Labor (central labor council publications); Engineers News, IUOE Local 3, Alameda, Calif. (local union publications).

Best use of art, graphics or layout to illustrate text, provide information or serve as story — United Mine Workers Journal, UMW, Washington (international and national union publications); Union Labor News, South Central Federation of Labor, Madison, Wis. (central labor council publications); TWU Local 234 On the Move, Philadelphia (local union publications); Public Employee Press, AFSCME District Council 37, New York (regional publications).

Best series concerning labor history — IBEW Journal, IBEW, Washington (international and national union publications); Union Update, AFA/United MEC, Rosemont, Ill. (regional publications).

ORGANIZING

Vegas nurses get union

Registered nurses at Desert Springs Hospital in Las Vegas stood up to a tough union-busting campaign and voted for representation by the Service Employees.

The successful campaign was the culmination of 15 years of organizing efforts and three elections.

The nurses, citing short staffing, low pay and lack of input into patient care decisions, voted 142-119 for SEIU Local 1107, which also represents 5,000 county employees, including staff at University Medical Center.

The Desert Springs Hospital nurses had not received a wage increase since 1988, but the hospital found more than $1 million to try and break the union drive.

''Now we've sent a clear message to Quorum Health Group (the Tennessee-based conglomerate which owns Desert Springs) that we're prepared to fight for a voice in what goes on in this corporation and the decision-making that affects patient care,'' said RN Allen Woods.

MarkAir vote for AFA

Attendants at MarkAir Inc. voted in the Flight Attendants in mail balloting conducted by the National Mediation Board.

The 300 new AFA members are based in Anchorage, Seattle and Denver.

MarkAir attendants have been working long hours at ''poverty-level'' wages, attendant Elizabeth Hooper said, adding, ''we're eager for change.''

UMWA wins Decker vote

The Mine Workers won another vote of confidence at Montana's Decker Mine, beating back a decertification effort by a 137-115 vote.

The union has won four such elections over the past 10 years.

Home care workers look to unions

Organizing efforts gain raises, benefits and respect

By Sharolyn A. Rosier

Home health care workers, long underpaid by state and local agencies seeking to cut nursing home and institutional care costs, are looking to unions as their voice on the job.

The Service Employees, AFSCME and the Communications Workers are among the unions mounting successful efforts from New York to California to organize these workers, said by the late Cesar Chavez to be among ''the most exploited.''

Over the past four months, some 6,000 home care workers in Chicago and California have voted for representation by SEIU. Later this month, another 7,000 home care workers will cast ballots in a second election in Alameda County, Calif.

''We've been working for many years to lay the groundwork for what now looks like a real revolution,'' SEIU President John Sweeney said.

SEIU's breakthrough in the home care industry came in San Mateo, Calif., last July, when 2,000 home care workers voted to join the union. The election was the first to be held under a new county home care authority provision adopted by the California legislature last year.

Then last month, following a 10-year campaign that earlier had been stalled by the state labor board, the Illinois Department of Rehabilitation signed a contract that enabled 4,000 home care workers to finally gain union membership.

Also active in organizing is the United Domestic Workers of America, an affiliate of AFSCME, which represents more than 5,000 home care workers in 13 California counties and has gained some 1,000 new members over the past year.

A major problem for home care workers trying to gain a voice on the job is that, in many states, they have no legitimate employee status because the state treats them as contractors, UDWA/AFSCME President Ken Seaton Msemaji said.

Of the 58 California counties, 14 contract with agencies. These contract agencies employ just 5,000 of a total of 180,000 home care workers in the state. The UDWA/AFSCME members provide home care for aged and disabled persons, working for companies that contract with California counties to provide such services.

When UDWA first began its organizing efforts in 1979, home care workers, mostly middle-aged Hispanic and African-American women, earned minimum wage and no benefits, Msemaji said. Now union members, home care workers are earning hourly wages starting at $6.25, along with paid vacations, sick leave, mileage and benefits.

Some 90 home care workers at Episcopal General Homecare in Buffalo, N.Y., are members of CWA. ''It really struck me'' that the government would allow cheap care for the elderly, said Ed Sabol, organizing coordinator for CWA District 1. His union has helped transform those low-salary, no-benefits jobs into respectable jobs with benefits and a livable wage.

Behind the unions' successes in organizing home care workers are the long hours, low pay and non-existent benefits that are pervasive throughout the industry.

An SEIU survey of 735 home care workers in Chicago found that two-thirds of the respondents often work more hours than they are paid, and many do not have enough money to even buy food by the end of their pay period.

Some 80 percent said they do not make enough money to adequately feed and clothe their families, adding that they have never had a paid vacation or a holiday.

More than 90 percent of those surveyed had no health insurance coverage from their jobs, and approximately 90 percent said they could not afford to buy the medicines they needed.

There are now about 850,000 full-time and part-time home care workers in the United States, and the work force is growing rapidly, at a rate of 30 percent a year.

Currently, less than 10 percent of home care workers are union members.

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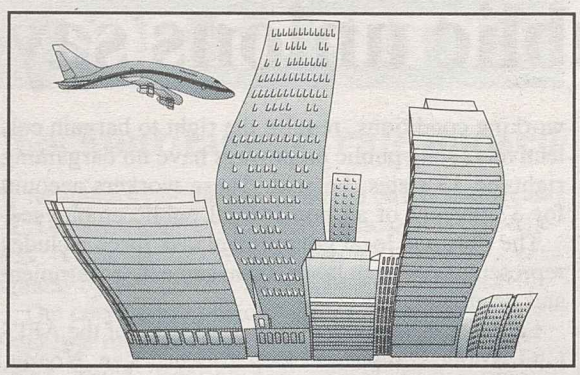
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AFL-CIO NEWS



Indoor air quality gets fresh look. See FOCUS, Page 4.

VOLUME 39, NUMBER 23 OCTOBER 31, 1994

ACTWU accord creates partner at Levi Strauss

By Muriel H. Cooper

The Clothing and Textile Workers and Levi Strauss and Co. have entered into a new partnership that will give workers a greater voice in decision making while helping the company improve its productivity.

In Levi plants where workers are represented by ACTWU, workers and management already have begun joint business planning and budgeting. The company also agreed to maintain neutrality in any future organizing campaigns, with card-check recognition, at other Levi facilities.

''This ground-breaking partnership agreement will give ACTWU members a voice in shaping workplace strategy in an open atmosphere based on participative decision making,'' said ACTWU President Jack Sheinkman.

''We believe that the key to a more productive work environment is worker empowerment,'' said Sheinkman. ''This agreement should lead to improved operations which should enhance job security.''

Levi Strauss will allow ACTWU to sign up thousands of new members as long as the union helps the company revamp its production system. This provision alone will cut away the traditional red tape that unions must go through to win an election to represent workers.

''Historically, labor relations have been based on confrontation, not collaboration,'' said Bob Rockey, Levi Strauss North America president. ''But an adversarial relationship won't work in a rapidly changing marketplace that demands flexibility and innovation.

''We wanted to forge a partnership that will add value to our business and enhance employment security by continuously improving our operations,'' Rockey added.

The partnership is another progressive step along the road heralded by the AFL-CIO's landmark report, ''The New American Workplace: A Labor Perspective.'' That report, issued in February by the Executive Council, outlines the need for change in the traditional adversarial role between employees and employers.

The ACTWU agreement with Levi Strauss calls for

Continued on Page 2



Johnny Knox/660 Voice

Some 70,000 people rally on Cesar Chavez Avenue in Los Angeles to protest Proposition 187, an anti-immigrant referendum that has set the tone for California politics this year. The state AFL-CIO is working to defeat Proposition 187, calling it a racist measure.

Big money oils GOP machine

Activism for union vote turnout is key counterweight

By Michael Byrne

Wealthy candidates and wealthy benefactors are spending record amounts this year to assure the best Congress money can buy, while labor is countering with its most valued asset — people.

As the Nov. 8 election nears, unions are ''deeply and intensely involved'' in getting members to the polls, AFL-CIO President Lane Kirkland told reporters during a roundtable discussion on this political season. ''That is the main thrust of our political activity.''

''Our monetary role is relatively trivial in terms of its total cost,'' he said. ''If we have a comparative advantage, it is because we have a structure of activists, people who will go out and draw the water and hew the wood.''

Labor's political activism will be sorely tested in places like California, Virginia and Massachusetts, where COPE-endorsed candidates for the U.S. Senate are struggling to overcome advertising blitzes sponsored by well-financed Republicans.

Sen. Dianne Feinstein (D-Calif.) is running against a millionaire challenger, Rep. Michael Huffington, who has spent $16.7 million of his own money in the California race.

Another record spender is Virginia's Oliver North, who has made his right-wing pitch all across the country to build a $15.1 million campaign war chest, outspending COPE-endorsed Democratic Sen. Charles Robb by nearly 5 to 1.

Sen. Edward M. Kennedy (D-Mass.) also is up

Continued on Page 8

All unions pitch in to help in 3 strikes

By James B. Parks

The AFL-CIO Strategic Approaches Committee agreed to join the effort on behalf of three groups of workers, including striking Rubber Workers confronted by two foreign-owned tire manufacturers using striker replacements.

Representatives of the Rubber Workers described their quest for a new contract at Japanese-owned Bridgestone/Firestone and Italian-owned Pirelli Armstrong tire companies, including a growing international corporate campaign.

URW Secretary-Treasurer Glenn Ellison and two local presidents will travel to Rome and Milan in November to meet with Italian rubber workers to develop joint strategies to win a new contract. Staff help also is being provided by the International Metalworkers Federation, which is identifying Pirelli Armstrong's chief automotive customers.

URW President Kenneth W. Coss sought cooperation from Japanese unions in August when he accompanied an AFL-CIO delegation that met with RENGO, the Japanese labor federation.

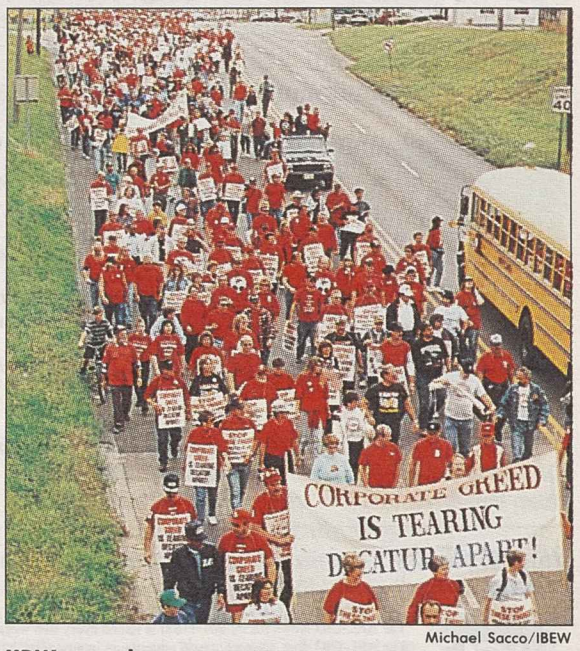
The committee also agreed Oct. 25 to provide the assistance sought by two other striking unions — the Teamsters at Pony Express and the Firemen and Oilers at Cook Family Foods. The decision makes available the resources of the entire labor movement to help resolve the disputes.

There have been no face-to-face talks in the URW strikes since July 12, URW Organizational Director John Sellers said, although both sides were scheduled to meet with federal mediators on Oct. 28.

The URW also escalated its domestic corporate campaign Oct. 22-23 by setting up informational pickets at Sears Roebuck stores, which house Firestone repair centers in 23 cities in 11 states, Sellers added. At the request of the URW, the AFL-CIO already has added the tire companies to its national boycott list.

The URW strikes began in July after workers refused to accept the deep concessions demanded by management, including reduced health care coverage

Continued on Page 5



Michael Sacco/IBEW

URW members are joined by other striking unionists in march in Decatur, Ill. See story, Page 5.

Privatization not excellence, public unions say

By Sharolyn A. Rosier

Public employee unions assailed privatization and urged that front-line workers be given lead roles in improving public services and public workplaces.

Testifying Oct. 19 at the first hearing of the president's Task Force on Excellence in State and Local Government were AFSCME President Gerald W. McEntee and Service Employees President John J. Sweeney.

The 13-member task force was established last May to review the public sector, which is not covered by the President's Commission on the Future of Worker-Management Relations, chaired by Harvard Prof. John T. Dunlop and established a year earlier.

Pointing to the need for government redesign, McEntee told the task force it would work only if "front-line workers are actively involved in the process of change." He rejected any effort at privatizing government services.

Illustrating how workers can make a difference, McEntee praised an Ohio program that abandoned privatization and contracting out after the governor reached out to the workers and developed a labor-management partnership.

"We do not confuse excellence with privatization," McEntee added. "Nor do we confuse cooperation with privatization. Let me assure you these are mutually exclusive. When someone preaches privatization, they quickly lose our cooperation."

When workers are genuinely empowered and have the basic right of self-protection that a union provides, then they stand ready to participate in "honest and direct mutual problem-solving probes," he said.

Sweeney said SEIU has determined that excellence in public service requires substantive worker participation, commitment to preserving and achieving decent compensation and working conditions, and a commitment to providing quality services.

Efforts to improve government will fail "unless labor is an equal partner in the process of change," he said.

The accountablity that taxpayers deserve from government becomes an acute problem when services are contracted out, Sweeney said. "The addition of more layers of private bureaucracy only serves to distance government decision makers further from the needs and problems of the clients."

Contracting out also disproportionately harms women and minorities, Sweeney said. To ensure some accountability and fairness, there should be a minimum wage and benefit protection for all government contract workers, Sweeney testified.

Public-sector collective bargaining laws should be conferred, Sweeney added. Unlike private-sector bargaining, in which employees are protected by federal labor and retirement laws, collectively bargained agreements in the public sector too often are overridden by legislators, he said. Public employee pensions also are subject to raids, he noted.

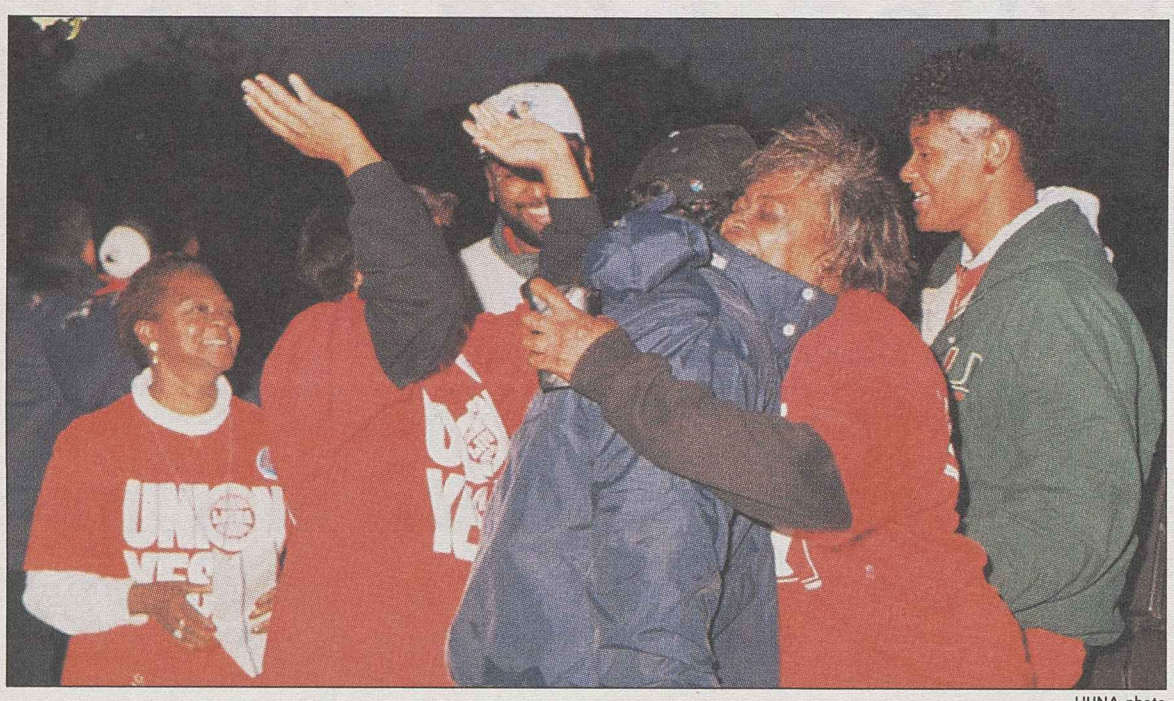
While decent wages and benefits, along with good working conditions, require the right to bargain collectively, state public employees have no bargaining rights in 13 states, he said. These workers account for 37 percent of all non-federal public employees.

The state and local government task force includes representatives from labor, management, government and academia.

Labor representatives include Al Bilik of the AFL-CIO Public Employee Department; Ken Young, former assistant to AFL-CIO President Lane Kirkland; and Kent Wong, president of the Asian Pacific American Labor Alliance. It is co-chaired by former New Jersey Governor Jim Florio and Louisville, Ky., Mayor Jerry Abramson.

The findings of the task force will be presented to Secretary of Labor Robert B. Reich, who opened the first hearing Oct. 18 by describing the issues the panel would examine, including:

- Enhanced quality, productivity and cost-effectiveness of public-sector services through labor-management cooperation and employee participation.
- Changes to legal frameworks that affect labor-management relations, including collective bargaining and civil service legislation.
- Alternative methods of resolving workplace problems.
- Examples of successful cooperative efforts that can serve as public sector models — why have some failed and what can be done to improve prospects for success.



LIUNA photo

Workers at Smithfield Packing Co. in Kinston, N.C., celebrate the vote for the Laborers.

LIUNA adds 400 Smithfield pork workers

Workers at a Smithfield Packing Co. pork processing facility in Kinston, N.C., voted in Laborers Local 404 by a 205-192 vote.

The election marked the union's second organizing campaign at the plant; some 700 workers at the company's operation in Smithfield, Va., have been members of LIUNA Local 1046 for 30 years.

LIUNA President Arthur A. Coia called the win "a victory of the human spirit," saying the workers,' low pay and poor working conditions would change with a union.

The average hourly wage at the Kinston plant, $7.60, is about a dollar less than what workers at the Virginia plant earn. Kinston workers also have more limited health care — with just $50,000 lifetime coverage — and work under inflexible conditions.

The win was not just about better wages, but "about getting my rights and being treated with respect," said Mike Streeter, a worker and union supporter.

The Food and Commercial Workers and the Teamsters represent workers at some of Smithfield's other 10 plants.

Levi Strauss-ACTWU partnership includes organizing neutrality

Continued from Page 1

improving employment security through improved operations. Stockholder and employee interests are balanced with increased flexibility, cost effectiveness, facility competitiveness, joint decision making and improved leadership at the local level.

"Whatever problems we face, there's a better chance that we'll solve them in a way that will benefit all of us if we work together," said ACTWU's Gloria Silva, chief steward at Levi's Harlingen, Texas plant where the agreement is now being implemented. "The partnership helps employees to have a stronger voice and more involvement in our workplace."

Levi Strauss has been the maverick in the apparel industry in eradicating worker abuse and recognizing that worker involvement leads to higher productivity.

In 1992, after learning that its Docker products manufactured in Saipan were being produced under conditions that violated U.S. labor laws, the company quickly ended its relationship with the abusive Tan family operations there and issued a code of conduct to its foreign business partners.

The guideline states the company will refuse to do business with any supplier that violates the rights of workers or in any country where employees are exposed to health and safety risks.

"We don't feel we have any choice in the matter," Levi Strauss Vice President Bob Dunn said at the time. "We're not willing to have as business partners people who don't obey the law, demonstrate high ethical standards and treat their workers fairly," he said.

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JOB SAFETY

'Lockout/tagout' rule backed

The authority of the Occupational Safety and Health Administration to set safety standards — specifically regarding the lockout/tagout standard — was upheld by the D.C. Circuit Court of Appeals.

The court also upheld OSHA's justification in the final rule requiring a preference for lockout — physically fitting hazardous equipment with a locking device — over supplying a tag or simple warning.

In response to earlier court action, OSHA had issued criteria the appeals court found acceptable, when used in combination with other sections of the law governing rule-making authority.

The appeals court also rejected challenges to the standard raised by the National Association of Manufacturers, including a charge that OSHA did not use cost-benefit analysis. The court noted that OSHA found the relationship between costs and benefits to be reasonable for the lockout/tagout standard, and NAM's challenge did not counter that finding.

The OSHA law prohibits a strict cost-benefit analysis, but courts have ruled that a reasonable relationship may be determined.

Union inspection upheld

By refusing to allow a union health and safety specialist to inspect its facility, Klein Tools Inc. violated the National Labor Relations Act, an NLRB administrative law judge ruled.

The ALJ based his determination on an analysis of whether a union's right to information overcomes the employer's property rights.

The Boilermakers filed a complaint after the hand tools manufacturer in Skokie, Ill., refused to allow the union's safety specialist in the facility.

Using a two-part test, ALJ Robert W. Leiner found that the Boilermakers were entitled to information regarding a serious accident in 1992 and other concerns workers had expressed, including noise exposure, repetitive stress problems and chemical and hazardous material handling.

Klein argued there were alternative means for the union to obtain information, specifically through the joint safety and health committee. Leiner rejected this claim, noting that committee members lacked the specialized training necessary to conduct a thorough health and safety inspection and the employer failed to provide any such training.

Pulp mill cited in deaths

An investigation into the deaths of three workers and serious injury of two others resulted in proposed fines of more than $1 million against a Stone Container Corp. pulp mill in Panama City, Fla., by the Occupational Safety and Health Administration.

Earlier this year, a wood chip pulp digester exploded and flew 300 feet through the mill, exposing workers to hot caustic wood pulp and flying debris.

The investigation uncovered 27 alleged willful, serious and repeat safety violations, including failure to maintain minimum wall thickness; failure to follow required welding procedures; and failure to implement a proper repair and maintenance program.

Workers at the Stone Corp. plant are members of the Paperworkers; Machinists; Electrical Workers; and Office and Professional Employees Union.

Respirator revisions set

The Occupational Safety and Health Administration is set to publish its proposed rule on workplace respirator protection requirements, updating the current standard adopted in 1971.

The National Institute for Occupational Safety and Health certifies that respirators are effective and functioning properly; OSHA ensures they are properly used in the workplace.

Under a separate rule governing personal protective equipment, employers are responsible for providing and paying for needed equipment, OSHA said in a compliance memorandum.

The agency noted that employers are required to determine what personal protective equipment is necessary for each job hazard, and to supply those articles. Employer-provided equipment include welding or wire mesh gloves; respirators; hard hats; specialty glasses or goggles; specialty foot protection; face shields; rubber gloves, blankets, cover-ups; hot sticks and other live-line tools used by power generation workers.

GATT poses new trade gap concern

U.S. workplace standards could fall by wayside

By David Kameras

U.S. efforts to reduce the nagging trade deficit could be hamstrung by the General Agreement on Tariffs and Trade, the AFL-CIO said.

"And for an agreement that expands trade rules into so many areas, the failure to address worker rights and standards is a devastating omission," AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Senate Commerce, Science and Transportation Committee.

Donahue's testimony Oct. 14 came as organized labor and its environmental and consumer allies rallied their forces to oppose legislation to implement the multilateral pact, which will be voted on in a special lame-duck session of Congress in late November and early December.

The so-called Uruguay Round accords "offer little if anything positive to U.S. workers, and in certain respects will directly harm their interests," Donahue said.

The United States has gone from being a creditor to the largest debtor nation in the world, with a trade deficit projected to reach a record $160 billion this year, Donahue noted. In the past 12 years, the trade deficit has totaled $1.5 trillion, with manufactured goods surging from 54 to 83 percent of all imports.

This "rapid and massive shift in trade," Donahue explained, "has severely weakened America's industrial base, and has had a major negative impact on employment and income."

The economy has seen the loss of nearly 1 million manufacturing jobs since 1986, and the average adjusted manufacturing wage has declined 6.2 percent since then. This has contributed to a substantial increase in poverty, which affected 39 million Americans last year.

The World Trade Organization (WTO), established under a GATT agreement, would require prior authorization before reviewing charges of unfair trade practices and presenting binding decisions, a process that could severely restrict the use of existing U.S. trade laws, Donahue said. The United States would be restrained from taking unilateral action against offending countries.

Further, the WTO could inhibit or prevent the United States from strengthening its own domestic laws and regulations in such areas as consumer and environmental protection, and would restrict its ability to address bilateral trade problems, he added.

> *"The Uruguay Round did nothing to address the cruelest and most prevalent trade subsidy of all — the suppression of human and worker rights by governments seeking a low-wage, low-standard 'comparative advantage.'"*
>
> **— Thomas R. Donahue**
> **AFL-CIO secretary-treasurer**

Donahue took U.S. trade negotiators to task for jettisoning the 30-year-old Multifiber Agreement, which acknowledges that apparel and textiles are import-sensitive. He said the abandonment threatened 1.7 million workers in those industries and hundreds of thousands of others who supply them.

He also observed that the Uruguay Round did nothing to address "the cruelest and most prevalent trade subsidy of all — the suppression of human and worker rights by governments seeking a low-wage, low-standard 'comparative advantage' on the world market."

"The fact is that trade and worker rights are already linked," Donahue said. "The burning question is whether that linkage will serve working people and their aspirations" or would it benefit "only those who would profit from exploiting them."

Donahue's plea that Congress reject the legislation to implement the Uruguay Round was well received by members of the committee and its chairman, Sen. Ernest Hollings (D-S.C.), whose parliamentary maneuver succeeded in postponing the vote.

While passage seemed assured earlier, analysts now say that support for GATT has been flagging rapidly. Committee members pointedly disputed claims by Abraham Katz, president of the 500-member U.S. Council for International Business, that GATT would create more and better American jobs. Katz and Donahue testified as a "panel."

The additional time for review and the intense scrutiny engendered by mid-term elections are allowing voters to take a closer look at an agreement that until now has been promoted as yet another "free trade" solution to all economic problems.

U.S. rejects labor claim under NAFTA

The weaknesses of the labor side agreements attached to the North American Free Trade Agreement (NAFTA) were on full display when the Labor Department shot down documented charges of worker abuses at two maquiladora plants.

The U.S. National Administrative Office (NAO), which is responsible for reviewing labor law complaints submitted under NAFTA, on Oct. 13 found no evidence that the Mexican government had failed to comply with its labor laws, and consequently declined to recommend high-level ministerial consultations on the matter.

"The Department of Labor's decision not to proceed with this case is extremely disappointing," said AFL-CIO trade specialist Mark Anderson. "The only remedy available is continuing discussions with the Mexican government, and the Labor Department saw fit not to do that."

"The process set up by the NAFTA labor side agreement shows that fair trade was a false promise," said Teamsters President Ron Carey, whose union filed charges against a plant operated by Honeywell Inc.

Charges of harassment and dismissals as retribution against organizing activities, in violation of Mexican labor law, also had been brought against General Electric Co., but the NAO declined to take further action in that case as well.

The agency cited the acceptance of severance pay by many of the affected workers as a reason for dropping the cases, even while it conceded that such agreements had been made under duress.

"The economic realities facing these Mexican workers may have made it very difficult to engage the proper Mexican authorities in addressing labor law violations," the agency acknowledged, but claimed that acceptance of severance pre-empted Mexican authorities from establishing whether the dismissals were for cause or in retribution for union organizing.

The AFL-CIO's determination to make the governments accountable for worker rights under NAFTA was reiterated by AFL-CIO President Lane Kirkland in an Oct. 20 discussion with political reporters. "We are deeply concerned about NAFTA and we have a continuing activity of monitoring its effects," Kirkland said.

"We will continue to raise the issue of the effectiveness of the so-called 'side agreements' on labor standards and the environment. It remains a strong issue with us," Kirkland said.

The cases brought by IBT and the unaffiliated United Electrical Workers were the first to be filed under the North American Agreement on Labor Cooperation, whose purported aim is to ensure enforcement by the NAFTA countries of their labor laws, and consequently were seen as a test of the side agreement's effectiveness.

The NAO has agreed to review a claim brought by four human rights groups charging that Sony Corp. has violated Mexican labor law by interfering with union delegate elections, and firing, demoting and harassing workers for engaging in union activities.

However, allegations of illegal work hours will not be heard, even though excessive overtime, seven-day work weeks and suspension of holidays were primary reasons for workers to seek an independent union.

By the end of September, the Labor Department had certified 10,345 workers as eligible as displaced workers for help under the NAFTA-Transitional Adjustment Assistance program. But five times that many have applied for aid under the program.

"We believe that many more workers displaced by NAFTA have applied for aid under the regular TAA program," Anderson said. "That program is less restrictive than the NAFTA program."

— David Kameras

Bad air insight

'Sick buildings,' contaminants present real threat to workers



AFL-CIO NEWSGRAFIC

By Candice Johnson

Poor ventilation and air contaminants are making workers sick, unions are telling the Occupational Safety and Health Administration while urging approval for a standard to improve indoor air quality (IAQ).

An alarming portrait of sick buildings and unsafe work environments has emerged from testimony by office workers, flight attendants and others. OSHA is holding hearings on a proposal to cover IAQ in all non-industrial workplaces and to regulate environmental tobacco smoke in all indoor workplaces.

The Service Employees, Flight Attendants, Postal Workers and Bakery, Confectionery and Tobacco Workers have testified during hearings that will run into January. The AFL-CIO will testify on the proposed rule next month, along with UAW, AFSCME, AFT and other unions.

Bill Borwegen, SEIU's health and safety director, called IAQ problems the most pervasive of today's workplace issues. Unfortunately, ''the overall response by government, building owners and employers has been inadequate.''

He expressed regret that talk about OSHA's tobacco smoke proposal had eclipsed such serious problems as inadequate ventilation and other contributors to poor indoor air quality.

Borwegen summarized the more than 50 investigations and surveys of some 4,500 workers conducted by the union in the New England area that help document the health problems associated with ''sick-building syndrome.'' That term is used to identify the condition in which exposure to indoor air contaminants and a lack of fresh air cause a wide range of health problems.

''Sick-building syndrome is a major cause of discomfort and illness and needs to be considered in the range of IAQ problems that can occur,'' Borwegen said, stressing that the scope of OSHA's proposed standard be expanded to include sick-building syndrome.

SEIU called on OSHA to include ''sick-building syndrome'' as one of the triggers to result in action taken under the standard, including evaluation, recordkeeping, inspection and remediation. The proposal currently has ''building-related illness'' as the trigger for action.

Borwegen cited several areas in which the proposed standard could be strengthened, including responsibility of building owners in multi-employer building sites; compliance implementation programs; carbon dioxide monitoring; microbial contamination; inclusion of sick-building syndrome; medical management; and employee training and information.

The cost of bad air

SEIU President John J. Sweeney applauded OSHA's efforts to protect some 70 million workers from indoor air pollution, arguing that ''the economic, productivity and health benefits of the proposed standard far outweigh the potential cost of implementing the standard.''

Those costs were shown dramatically by several SEIU members, including Phil Thornton, a state employee with Maine's Department of Human Services. ''Because of the air quality problems where I worked, I can no longer climb stairs,'' he said.

Not only had chemicals seeped into the building, but the ventilation system was inadequate and poorly maintained, with ducts not cleaned and filters not changed, he said.

Only after complaints and union grievances did the state finally test the building, confirming ''that the air was dangerously polluted with microbes, chemicals and the rare fungi that were found in my lung,'' Thornton said.

SEIU member Diane Carlson, a professional engineer with the state of Michigan, said she and coworkers suffered a range of illnesses — including chronic bronchitis, headaches, respiratory ailments, fatigue, stiffness and burning eyes — tied to their work at the Knapps Centre. ''The health effects of the poor air quality were so profound that one employee was given a filter mask to wear while working in the office.''

Measurements for formaldehyde, carbon monoxide and carbon dioxide revealed that the contaminants led to the growth of mold and the spread of bacteria, as ductwork spread polluted air from the basement into offices on the floors above.

''Problems became so bad that employees had to stop wearing contact lenses and asthmatic respiratory problems were aggravated by the pesticides found. Two employees were diagnosed with sarcoidosis of the lungs,'' she added.

But it took five years of employee complaints and actions by the union before management and the building owner began to consider the complaints, she said. Even then, ''band-aid measures to deal with the air quality problems'' were imposed, with workers becoming sicker, she said.

Management finally began meeting with workers and moving some employees out of the most contaminated areas. But ''there is little incentive for employers and building owners to improve our air quality when they do not have to work in the building'' and there is no requirement for a formal plan to identify and resolve IAQ problems, Carlson said.

Smoking as smoke screen

BCT applauded OSHA's ''comprehensive building-systems approach to improving workplace indoor air quality'' and agreed that environmental tobacco smoke should be addressed as part of the IAQ standard.

But the union, which represents many workers in the tobacco industry, opposed a proposal ''that would virtually prohibit smoking in all workplaces.''

In his testimony, Borwegen noted that the problem of second-hand smoke can be handled by employers and workers together establishing separately ventilated smoking rooms or allowing smokers to smoke outside.

Unfortunately, some employers and building owners have chosen to institute a smoking policy as the sole solution to poor air quality in a building, Borwegen said.

''While such policies eliminate second-hand smoke, our experience has shown that they almost never solve the IAQ problem. Workers will continue to suffer from lack of adequate fresh outside air'' while the need to eliminate and control other contaminant sources is neglected, he said.

Bad air at 30,000 feet

OSHA also was urged by Flight Attendants to extend the IAQ standard to the airline industry. The Federal Aviation Administration, which has jurisdiction over safety and health regulations for airplane cabins, ''has done little to protect the health of flight attendants outside the area of crash survivability.''

AFA member Alice Evans recounted a flight earlier this year during which all eight attendants on duty experienced breathing difficulties, nausea and a tingling sensation in their arms and legs. Evans passed out and needed oxygen; other attendants suffered from blurred vision and disorientation; and passengers also were affected, she said.

''Medical tests by my physician could not explain what had happened,'' she said, noting that her doctor suggested the flight attendants had suffered from oxygen deprivation, along with possible ozone exposure and hypoxia.

Another AFA member, Mary O'Shea, reminded the panel that attendants deal with crucial, exacting tasks under very trying circumstances. ''On average, flight attendants work 12-14 hours a day, averaging five to seven takeoffs and landings each day, while seeing to the needs of some 1,200 passengers during routine three-day trips,'' she said.

''We must deal with possible hijackers and terrorists. We are the fire department at 30,000 feet who must be able to detect and fight in-flight fires. We are the paramedics effectively handling in-flight medical emergencies ranging from heart attacks to turbulence-related injuries. Flight attendants assist passengers in aircraft decompressions and are the on-site bomb detection squad,'' O'Shea said.

Effectively carrying out these responsibilities is difficult ''when a flight attendant is sickened by the effects of poor air quality,'' she added.

In 1990, the AFA petitioned the FAA to adopt provisions giving airline crew members the protections of OSHA safety and health standards and regulations, but that agency has not acted, said Christopher Witkowski, AFA safety and health director.

''There has never been any serious interest on the part of the FAA in protecting the health and safety of crew members as a goal in itself,'' he said. ''Now that OSHA is in the process of regulating indoor air quality standards for workplaces, airplane cabins should be included as a workplace,'' he added.

Witkowski cited a 1989 Transportation Department survey of airline cabin air quality that found high carbon dioxide levels — exceeding 1,500 parts per million — on 87 percent of flights.

The proposed standard sets a benchmark of 800 ppm of carbon dioxide concentration.

Widening the coverage

The Postal Workers, in written comments, called on OSHA to clarify the definition of non-industrial facilities to ensure that U.S. Postal Service workers are covered by the standard.

The union pointed out that postal employees suffer from a number of indoor air quality problems: nuisance dust; vehicular exhaust; poorly functioning heating, ventilation and air conditioning systems; and overcrowding of equipment, machinery and people.

The APWU cited evaluations by the National Institute of Occupational Safety and Health which pointed to nuisance dust and other substances causing headaches, fatigue and respiratory ailments.

''One reason postal facilities are experiencing problems with indoor air is the inconsistency of routine maintenance of the heating-ventilation-air conditioning system components and routine housekeeping tasks, such as high wall and ceiling dusting,'' the APWU said. ''The IAQ standard would address this issue.''

Labor aiming to aid strikers in 3 disputes

Continued from Page 1

and continuous plant operations. More than 6,000 URW members are on strike against the two companies. Both companies have begun hiring replacement workers for the striking URW members.

The Pony Express strike and corporate campaign have gained the attention of some high-profile public and religious officials, IBT President Ron Carey reported to the committee, which is chaired by Mine Workers President Richard L. Trumka.

Based on complaints by the IBT, Illinois State Treasurer Patrick Quinn suspended the state's dealings with Merrill Lynch and Co., the major stockholder in Pony's parent, Borg-Warner. Three other states also are investigating the union's complaints against Merrill Lynch, Carey said.

Several labor groups have withdrawn their funds from Merrill Lynch, Carey said, including the Association of Western Pulp and Paperworkers. The IBT also has launched a campaign for corporate reform at Merrill Lynch.

On another front, AFL-CIO President Lane Kirkland and more than 30 Episcopal bishops have written separately to Gen. Norman Schwarzkopf, a board member of Borg-Warner, requesting that he intervene in getting the company to negotiate. Many of the 3,800 Pony workers are veterans and some served under Schwarzkopf during Operation Desert Storm.

Carey also has met with Federal Reserve Chairman Alan Greenspan to explain the issues in the strike. The Fed is Pony's largest customer. Carey said he told Greenspan that the courier company is not following security procedures in the handling of sensitive Fed documents and checks.

Pony Express drivers at 53 locations nationwide voted in the IBT over the past two years. But the company has dragged its feet on negotiating a first contract. Meanwhile, Carey said, the drivers work for less than $5 an hour in dangerous conditions. A series of strikes that began in Pittsburgh on July 24 and spread across the country is continuing in St. Louis and Charleston, W.Va.

The Firemen and Oilers began their strike against Cook Family Foods in Grayson, Ky., on Nov. 29, 1993, after the company refused to bargain a first contract. The 350 workers in the plant voted in September 1991 and the union was certified two years later after the company had exhausted its appeals.

The National Labor Relations Board on Jan. 31, 1994, ordered the company, which is owned by the food-processing giant ConAgra Inc., to bargain with the union. The company has appealed that order and no talks have been held, union President Jimmy L. Walker said.

The company has brought in replacement workers from outside the community of 3,500 people, causing considerable tensions, said Ed Hartman, a Firemen and Oilers representative.

More than half the employees are women and many are single heads of households, Hartman said. Because they are paid only about $5 an hour, many of the women are eligible for welfare benefits.

The workers are subjected to unsafe working conditions, including grease-covered, wet floors, he said. They also often are cut by high-speed meat-cutting saws and burned by acids used to disinfect the plant. Racks of hams that weigh more than a ton have fallen from overhead tracks and injured workers. Many suffer from repetitive motion injuries.

Employees are denied restroom breaks during work hours outside of scheduled breaks in the morning and at lunch, and there are only two water fountains in the plant, Hartman said.

The AFL-CIO also has added Cook's Family Foods to its national boycott list.

Meanwhile, the campaign against Black Entertainment Television has gained the attention of the Washington, D.C., government, the committee was told.

Spurred by the Electrical Workers' complaints against BET, the city council's labor committee, chaired by mayoral nominee Marion Barry, held a roundtable Oct. 27 to discuss unfair labor practices in the telecommunications industry.



Michael Sacco/IBEW

Workers in Decatur, Ill., involved in disputes at Caterpillar, A.E. Staley and Bridgestone/Firestone, march in front of Staley headquarters in a show of determination to stay the course and win fair contracts. Members of the UAW, Paperworkers and Rubber Workers are affected.

Decatur workers show solidarity

By James B. Parks

Beleaguered workers in Decatur, Ill., on strike or locked out at three major plants in town, marched in solidarity with trade unionists from other communities and took aim at changing the hostile political climate with a voter registration campaign.

The Oct. 15 march drew some 8,000 trade unionists in support of striking workers at A.E. Staley, Bridgestone/Firestone and Caterpillar. Police were generally well-behaved, unlike a June 25 rally, when demonstrators' peaceful acts of civil disobedience were met with pepper gas and riot sticks.

The unionists massed on a bridge overlooking the Staley corn-processing plant and strung a large banner proclaiming the bridge as the "Workers' Memorial Viaduct in memory of Jim Beals."

Beals, a member of Paperworkers Local 7837, was killed in the Staley plant after being forced by management to work in dangerous conditions. His death came before more than 760 workers were locked out in June 1993.

Speakers at the rally included Rubber Workers President Kenneth Coss, Teamsters Vice President Dennis Skelton, Illinois AFL-CIO President Don Johnson and Penny Stevens, candidate for lt. governor.

The trade unionists also marched to the Bridgestone/Firestone plant, one of several struck by URW members nationwide, and then to a busy intersection near the Caterpillar plant, where they sat down and tied up traffic for more than an hour. Some 17,000 UAW members are involved in a nationwide strike against Caterpillar.

The Staley workers, who recently marked their second year without a contract, celebrated a decision announced Oct. 4 by the unionized Miller Brewing Co. to stop using Staley's corn sweetener in its brewing process.

The UPIU members also joined with strikers at the other two plants to develop strategies to register voters. They seek to unseat local city council and circuit court members who have been unresponsive to the workers' concerns.

UPIU President Wayne Glenn has appealed to the entire labor movement to help the Staley workers, whose weekly $60 strike benefits are not nearly enough to support their families. Some desperate families are getting a reduced supplement from the local's Food and Assistance Fund, which is low on funds, Glenn said.

Union locals and individuals can help by sending contributions to the Food and Assistance Fund, UPIU Local 7837 Campaign Office, 3080-B Kandy Lane, Decatur, Ill. 62526. The phone numbers are 217/872-2209 and 7006.

UAW report shows Caterpillar figures lie

Striking UAW members have poked holes in Caterpillar's rosy third-quarter earnings report.

In a separate report, "Caterpillar Inc. The real third quarter," the UAW says the company did not make as much money as it could have because of hidden costs, lost production, quality concerns and legal liabilities, all caused by the strike.

"A narrow focus on a single bottom-line figure, however, does not answer the real question of concern to Caterpillar employees, customers, dealers and shareholders: How can the company operate successfully with thousands of its most skilled and experienced workers out on the street?" the report asked.

The report said the profits Caterpillar otherwise would have earned in the third quarter were reduced because of costs of fighting the union. Those costs include:

- Payments to the notorious union-busting Vance Security.
- Legal fees for fighting the 104 unfair labor practices complaints now before the National Labor Relations Board.
- Overtime and increased wages to salaried employees and outside contractors.
- Excessive scrap, re-work and warranty work because of poor quality products made by temporary replacement workers.

Citing trade journal reports, the union computes Caterpillar's production is down by about 17 percent overall. The quality of what is being produced is so poor, the UAW said, that as many as 190 defects were found in one month on engines built in only one plant and that the company is having to derust corroded engine blocks that have been in storage for months.

Caterpillar has assigned managers to work in the factory to replace some of the 14,000 striking workers who walked out 19 weeks ago to get the company to negotiate a new contract.

Unions tie quality care issues to nurse staffing

By Sharolyn A. Rosier

The quality of patient care drops when hospitals are understaffed, officials of the Service Employees and AFSCME told the Institute of Medicine's Commission on the Adequacy of Nurse Staffing.

"The situation for nurses and their patients has gotten worse as the health care industry undergoes a massive restructuring," testified SEIU's Rhonda Goode. She said health care managers have "an incentive to reorganize their operations in order to position themselves in a competitive health care market."

Kathy Sackman of AFSCME echoed Goode's testimony, adding specific examples of restructuring that have resulted in the loss of registered nurses' jobs.

Goode told the commission hospitals are laying off nurses, increasing patient care loads and delegating some patient care to unlicensed technicians to reduce costs. While these practices may save money, she said, no research has been done on the impact of such moves on the quality of patient care.

The federal government must intervene with new regulations requiring making records public and establishing such guidelines as adequate nurse-to-patient ratios, Goode explained. New regulations are also needed to address occupational hazards affecting nurses, to evaluate the impact of "patient-focused care" and other new modes of patient care delivery.

New measures are also needed to protect the right of nurses and other health care workers to organize, bargain collectively and speak out together about poor staffing conditions.

SEIU found in a 1992 survey of 10,000 nurses that 69 percent felt their workplaces were chronically understaffed. Nurses in inadequately staffed units reported twice as many accidents and errors as did nurses on adequately staffed units.

> *"The situation for nurses and their patients has gotten worse as the health care industry undergoes a massive restructuring."*
>
> **— Rhonda Goode, SEIU**

AFSCME's Sackman cited Kaiser Permanente's San Diego Medical Center and its change in the staffing mix on three units as an example of restructuring that has cost nursing jobs and hampered medical care.

Sackman said the units have a mix of RNs, licensed vocational nurses and ward clerks, but that the company's restructuring plan will reduce the RNs on some shifts, eliminate LVN positions and create a new classification called "patient care assistant." That unlicensed person would replace all the LVN positions and the RN positions that were eliminated.

The LVNs have been told that they can apply for these PCA jobs at a reduction in pay of $3 to $4 an hour, Sackman said, and that if the LVNs bid into these jobs, there will be no change in patient care. The hospital told the union the changes would save $1 million per year.

But another Kaiser facility, Bell Sunflower Medical Center in Los Angeles, successfully restructured by working with employees and their union from the start, explained Sackman.

"In our opinion, the focus of the project was to improve quality of care and patient satisfaction," she said, rather than to save money. In addition, no nurses were laid off or displaced.

The unions made several recommendations to the commission, including:

- Establish and enforce acuity-based nurse-to-patient ratios for different types of facilities and hospital units.
- Evaluate the quality of nursing care on patients.
- Assure frontline nurses a voice in the quality of care, including the necessary staffing.
- Develop a comprehensive approach to addressing the occupational hazards that affect nurses.

Goode and Sackman were followed by witnesses from consumer groups and professional organizations who cited sweeping restructuring in the health care industry and the dangers it poses.

Provider representatives, including the American Health Care Association, strongly disagreed that the quality of staffing is inadequate.

The 15-member commission was established through a congressional initiative in June 1993 and instructed to examine nurse staffing levels in order to promote quality patient care and to reduce work-related injury and stress. The commission will report its findings and recommendations to Congress by the end of 1995.

A second hearing is scheduled for next Jan. 23 in Irvine, Calif.

COURTS

NLRB decision upheld

The U.S. Supreme Court refused to review a National Labor Relations Board decision that requires Borden Inc. to honor both contracts in force when two unionized plants were consolidated into one.

The company wanted to apply the terms of the agreement most favorable to management, but the NLRB and federal appeals court rejected that.

The case, Borden vs. NLRB, began when Borden bought a Meadow Gold dairy plant in Salt Lake City in 1987 during contract negotiations with the Teamsters, then agreed to a contract that ran until 1990. Later that same year, it acquired Farmer Jack, with a contract that ran until 1992, and consolidated the two plants under the terms of the Farmer Jack contract.

The NLRB ruled the company had no right to cut the higher Meadow Gold level of benefits until it had negotiated a contract for the consolidated facility.

The 10th Circuit Court of Appeals agreed, ruling that Borden could have abandoned both agreements under successorship laws, but by accepting one contract and negotiating the other, it was obligated to honor both.

Federal laws apply

The U.S. Supreme Court refused to hear claims that states should have broad immunity from federal employment laws.

The court refused to hear two Kansas cases — Kansas vs. Brinkman and Pittsburg State University vs. Hurd — that sought to exempt states from the provisions of the Fair Labor Standards Act and the Age Discrimination in Employment Act, respectively.

In the Brinkman case, the state of Kansas was found liable for failing to pay overtime to prison guards for routinely working through meal periods. The 10th Circuit Court of Appeals upheld the decision in April 1994. The state had claimed the law violated 10th Amendment guarantees of state sovereignty.

In the Pittsburg case, the same appeals court in July 1994 affirmed a lower court ruling that Pittsburg State had violated the age discrimination act. Kansas officials had argued that the 11th Amendment protects against private actions against states in federal court if any judgment is to be paid from public funds.

UPIU, IBT flex proxy, pension power

By James B. Parks

In an effort to save jobs and benefits, the Paperworkers and the Teamsters escalated stockholder campaigns against two major corporations as unions continue to use the leverage of proxy votes and pension investments.

The UPIU and its allies have launched a stockholders' campaign to elect a member to the board of Briggs and Stratton, which has sought to abandon its union workers in Milwaukee.

The IBT, meanwhile, expanded a campaign against a proposed merger that would give control of Borden Inc. to Kohlberg, Kravis, Roberts & Co. (KKR) and convert Borden shares into less desirable RJR Nabisco stock.

Briggs and Stratton's decision to spend more than $112 million to relocate 2,000 jobs from Wisconsin to new non-union facilities in southern states has drawn the fire of the Wisconsin Coalition for Responsible Investment (WICRI), made up of the UPIU and several religious organizations.

The coalition has put up a candidate to represent the interests of workers, many of whom are shareholders. It also has proposed five shareholder resolutions that would eliminate the so-called golden parachutes for company executives, end the company's "poison pill" takeover defense, require annual elections of board members, separate the office of chairman and CEO and establish a shareholder advisory committee. The results of the Oct. 19 votes will be announced Oct. 26.

"If elected, I will press the company to enhance shareholder value by working with its workers, not against them," said William P. Dixon, the WICRI candidate. Dixon is a former state banking commissioner, chief of staff for former Sen. Gary Hart and alternate director of the World Bank.

A federal judge ordered Briggs to send out new proxy statements to shareholders with information about Dixon's candidacy. The company's proxy statement, mailed Sept. 8, excluded Dixon's name. Joseph Chambers, secretary-treasurer of UPIU Local 7232 and a Briggs stockholder, filed suit to force the board to include Dixon's name on the ballot.

In its campaign against the Borden merger, the IBT is wielding the power of its pension fund, refusing to sell its 247,000 shares in Borden to KKR and urging the other 41,000 investors to do the same.

In a Sept. 29 letter to shareholders, William B. Patterson, IBT's director of corporate affairs, pointed out that the regulatory and legal troubles facing the tobacco industry give KKR good reason to shed its shares of RJR Nabisco and make the deal unfavorable to Borden investors.

"The deal would give KKR control of a company with sizable earning potential at bargain basement prices while Borden shareholders are left holding the bag," Patterson said. Under this deal, KKR "gets a huge fee and solves its parochial problems at the expense of shareholders in both companies."

Patterson wrote a second letter Oct. 12 warning Borden stockholders about KKR's management record. Specifically, Patterson said state and federal antitrust authorities have been informed of KKR's actions after it took control of Safeway in 1986. Before buying Safeway, KKR had taken another supermarket chain, Fred Meyer, private in 1981 and gained a 38 percent stake of that company's shares.

Oregon-based Meyer had planned to expand into California, but its plans were abruptly halted in 1990, when KKR's Safeway announced plans to build new California stores.

"Did KKR protect the California market for Safeway at the expense of Fred Meyer shareholders?" Patterson asked. "The parallel question for Borden shareholders is plain: Will KKR act for all RJR/Nabisco shareholders, or will it tilt the field toward Borden, where it has a larger stake?"

Greyhound, U.S. Marine workers win back pay

Amalgamated Transit Union workers who struck Greyhound Bus Lines Inc. more than four years ago finally were awarded back pay totaling $15 million in a settlement announced by the National Labor Relations Board.

The Greyhound award was among two major NLRB settlements this month, including a back-pay award of $16 million in the long-running case of more than 600 Allied Industrial Workers, who have since merged with the Paperworkers, at U.S. Marine.

The two awards are the second and third largest back-pay awards in NLRB history, following the announcement in September of the record $30 million back-pay award to National Football League players.

The Greyhound settlement must be approved by the full board and the U.S. Bankruptcy Court.

The 1990 Greyhound strike involved the entire labor movement through the AFL-CIO Strategic Approaches Committee. The parties eventually reached a new contract in 1993.

In the AIW/UPIU case, U.S. Marine acquired the plant in Hartford, Wis., from Chrysler Corp in 1984. The facility later was taken over by Brunswick Corp. and shut down in 1992.

The union filed unfair labor practice charges on behalf of the 620 workers. Upheld were charges that U.S. Marine illegally refused to hire 43 people and had not maintained working conditions.

BARGAINING

UFCW signs Kroger pact

The Food and Commercial Workers at Kroger Co. ratified a new five-year contract that raises wages and maintains health benefits without employee premium sharing.

The pact, approved Oct. 11, covers some 8,300 grocery employees at 71 stores in the Cincinnati metropolitan area. It increases wages for senior employees by $1 over the five years while expanding employer-paid health benefits.

The union agreed to a long-term contract because it locks in ''no-cost'' health insurance when many new pacts require premium co-payments, said John J. Marrone, research and education director for UFCW Local 1099. Under the contract, workers can enroll in either a managed care plan or a preferred provider plan.

Senior employees like meatcutters and cashiers will receive a 30-cents-per-hour raise immediately and another 10 cents in 1995, 25 cents in 1997 and another 35 cents in 1998. The current pay rate for senior employees ranges from $8.75 to $13 per hour.

The hourly rate for entry level workers like baggers will increase by 65 cents over the term of the contract, going up 20 cents right away, Marrone said, followed by a 10-cent hike in 1995, a 15-cent boost in 1997 and another 20 cents in 1998.

All employees will receive a cash bonus ranging from $75 to $500 based on job classification, he said. The contract also maintains premium pay, introduces a ratio of full-time to part-time workers and calls for paid training.

Meyer talks resume

Talks are expected to resume soon between the Food and Commercial Workers and the Fred Meyer grocery chain as the strike and lockout of some 7,000 West Coast workers enters its 11th week.

Meanwhile, the Teamsters are voting on a tentative agreement reached with Meyer Oct. 24. The 1,200 IBT drivers and warehouse workers have pledged to continue honoring the UFCW pickets.

The UFCW and Meyer met with federal mediators up until Oct. 20 with no progress, said Rick Sawyer, membership services director for UFCW Local 555. The mediator recessed the talks and both sides agreed to return to the negotiating table after a few days.

During the last round of talks, the company rejected the union's offer to modify its request that 60 percent of the workforce be scheduled full time to 41 percent. Seniority scheduling and the 60 percent guarantee have been the major sticking points in the strike.

The strike began Aug. 18 when 2,300 UFCW members walked out after failing to reach agreement with the Food Employers Group, a multiemployer association. The union selected Meyer, a Portland, Ore.-based superstore chain, as its target in the strike, and the IBT members struck at the same time.

When the Meyer workers walked out, the other employers in the association locked out their union-represented workers. The other major grocery stores include Safeway Inc., Albertson's Food Centers, Kienows Food Stores and Thriftway Stores Inc. All the employers have been operating with replacement workers.

Harvard Club strike ends

After six months on strike, members of the Hotel Employees and Restaurant Employees returned to work at New York City's Harvard Club after unanimously ratifying a new contract.

''It's a shame that it took a six-month strike to obtain a fair agreement,'' said Vito Pitta, business manager of HERE Local 6. ''The facts are that we received more in this contract than we were asking for six months ago and that management spent far more money fighting the union than this agreement will cost them.''

Although the club management had demanded major concessions in health care benefits, scheduling and job assignments, the final contract included no givebacks. Instead, workers won an $87 wage increase over 64 months and maintained free health benefits and all holidays.

The workers benefited from support of the members of the private club. Some 200 members resigned from the club, the union said, and many others withheld dues pending the outcome of the strike. Numerous banquets and parties also were canceled.

Newspaper talks go down to wire

San Francisco unions set Oct. 31 strike deadline

By James B. Parks

As an Oct. 31 strike deadline approached, negotiations continued down to the wire between four unions and two San Francisco newspapers.

The Conference of Newspaper Unions, which represents the 2,600 workers, escalated its corporate campaign against the San Francisco Chronicle and Examiner in an effort to reach a settlement. The two newspapers operate under a joint operating agreement, with the San Francisco Newspaper Agency handling business matters for both papers.

The CNU has sent three separate letters to more than 700 of the newspapers' advertisers advising them of the companies' labor problems. The papers' third largest advertiser, Circuit City, says it will reconsider running its ads if there is a strike, campaign coordinator George Curtin said.

Curtin is an AFL-CIO staff member who served in a similar capacity during strikes at the Pittsburgh Press and the New York Daily News. The federation, through the Strategic Approaches Committee, has provided staff and other assistance to the CNU as it has in other disputes where help was requested.

The company, in anticipation of a strike, produced a mock newspaper, using only supervisors, Curtin said. The unions plan to send copies of the mock paper, which had very few pages, to advertisers showing them the sorry excuse for a newspaper they can expect if there is a strike.

California AFL-CIO Executive Secretary-Treasurer John Henning has formed a committee consisting of Bay Area labor leaders to help the CNU. Henning also sent a letter to the newspapers' advertisers.

Community support has been strong. Eleven of the top religious leaders in the Bay Area signed a letter published Oct. 28 in a local newspaper calling on the owners of the Chronicle and Examiner to settle.

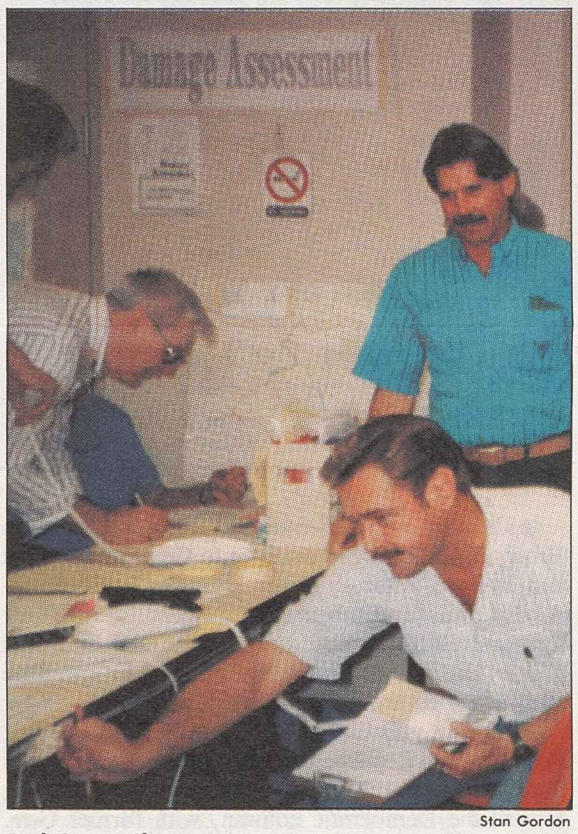
The key issues in the negotiations, Curtin said, include the company's demand to create a two-tier wage system and to replace some full-time workers with part-time workers who would work without benefits.

The unions also want changes to ensure worker safety. Mailroom employees at one plant in Union City, for example, have a 60 percent injury rate, Curtin said.

In order to break the negotiating logjam, the unions had proposed a ''true partnership'' with the papers that would include employee stock ownership or profit sharing. The company, which had claimed it needed financial help from the unions to survive, rejected the unions' offer.

''The reaction to our proposal gives credence to the persistent rumors that the owners want to modify or dismantle the joint operating agreement at the expense of hundreds of our members' jobs,'' CNU Chairman Doug Cuthbertson said in a letter to the Newspaper Agency's chief negotiator.

The unions involved include eight locals of the Communications Workers, Teamsters, Newspaper Guild and Graphic Communications Union.



Stan Gordon

Red Cross volunteer Nelson Bailey, left, and CWA members Richard Konwisarz, standing, and John Lansden work on emergency telephone repairs and installation at a communications center for relief efforts after the Houston flood.

Houston flooding moves unions to provide help

Unions and their members have come to the rescue again for thousands of families displaced in the midst of the largest flood in Houston in 100 years.

Help has come from numerous unions, including Electrical Workers, Teamsters, Communications Workers, Government Employees and Police Associations, said Stan Gordon, AFL-CIO community services liaison to the American Red Cross.

Among the union heroes is Robby Guidry, an AFGE member who has volunteered to assist people in the area for the next two weeks. IBT members are moving equipment to warehouses and CWA Local 6222 members have installed more than 100 phone lines for emergency services such as those run by IBEW Local 716.

Like the response after Hurricane Hugo and the Los Angeles earthquake, union solidarity has conquered what seemed insurmountable odds for some.

About 10,000 people were displaced from their homes. The Red Cross has opened 19 relief centers and 25 shelters that are housing more than 650 people. Mobile feeding units are serving nearly 15,000 meals daily.

Unions interested in assisting in relief efforts should contact Gordon or Ruth Trowbridge at 713/521-0094.

Board proposes Soo Line benefit package

An emergency board established by President Clinton has recommended a package of benefits to Soo Line Railroad workers that seeks to settle the two-month-old strike by the United Transportation Union.

The mix of proposals was met with general expressions of approval from both union and management officials, although UTU General Chairman Gene Von Essen noted that ''there are definitely things we like and definitely things we don't.''

The proposals, modeled after recommendations made by a similar board that resulted in agreements with major freight railroads in 1991, include wage increases, lump-sum payments and cost-of-living adjustments. The 1991 settlement included a 10 percent wage boost, as opposed to the 6 percent that Soo Line has offered.

In addition, the board suggested a signing bonus of $5,000 for employees hired before May 1, 1993, and $1,000 for those hired after that date, as well as a carrier contribution of $53.25 per trip to a productivity fund.

Further, the board advised that the union be given the option of enrolling its members under a health benefit plan established for UTU-represented workers at other carriers. Soo Line wanted to use a local health and welfare plan instead.

Board members spurned management's idea to use a mileage-based formula for paying trainmen, recommending instead that the issue be shelved until the next round of talks.

Also proposed by the board was an agreement to permit conductor-only operations ''in all classes of service and at all locations without train length or car count restrictions.'' UTU has sought to maintain the restrictions, while allowing the operations on through-freight service.

Issues raised by conductor-only operations would be addressed by ''joint implementation committees'' formed by the union and management. However, Von Essen predicted that the committees would face difficulties, noting Soo Line's history of ''doing what it pleases.''

The ''cooling-off'' period in the dispute is scheduled to run through February 1995 following congressional extension.

Crucial statehouse battles pose tough challenges

By Michael Byrne

Labor has a keen interest in several state races where election defeats could mean the loss of decades of pro-worker legislation.

The workers' stake is obvious in Michigan, where Republican Gov. John Engler this year took advantage of momentary vacancies in the legislature to push through two anti-labor bills — one banning strikes by public school employees and another restricting political action by unions.

"We've got a real problem in Michigan," UAW President Owen Bieber told the AFL-CIO Executive Council in August. "Without an all-out effort by labor this fall, we could see Republicans turning Michigan into a 'right-to-work' state."

With Engler maintaining a big lead against his Democratic opponent, former Rep. Howard Wolpe, union get-out-the-vote efforts are focusing on boosting Democratic candidates for the state House in four or five key districts. The state Senate is solidly Republican.

The startling turn of events in Michigan, where union workers have been a major political force for most of this century, is typical of the attitude throughout the industrial heartland, and labor has mobilized to oppose Republican governors intent on cutting programs and undercutting progressive policies. But labor clearly is running uphill.

COPE-endorsed gubernatorial candidates also are running behind Republican incumbents in the traditionally Democratic strongholds of Illinois, Ohio, Wisconsin, Minnesota and Massachusetts. A coalition led by Mine Workers, Laborers and other building trades in southern Illinois is seeking to block a Republican takeover of the state House, where the prevailing wage law could be challenged.

The radical right controls much of the Republican Party in Wisconsin, where retaining a three-vote majority in the House is a top priority. Newt Gingrich has chosen Wisconsin as one of his state legislative GOPAC "Contract with America" states. The state Senate already has begun the anti-union crusade by eliminating its labor committee.

Unions are working to maintain Democratic majorities in the state legislatures of California, Connecticut, Florida and Washington, and are seeking to help Democrats win control of state chambers in Nevada, Vermont and Montana.

Many Democratic incumbent governors, endorsed by COPE, are under seige from Republican challenges. Such national Democratic leaders as New York Gov. Mario Cuomo, Texas Gov. Ann Richards and Florida Gov. Lawton Chiles are locked in races that COPE considers toss-ups. Richards and Chiles are each in a deadheat against sons of former President Bush.

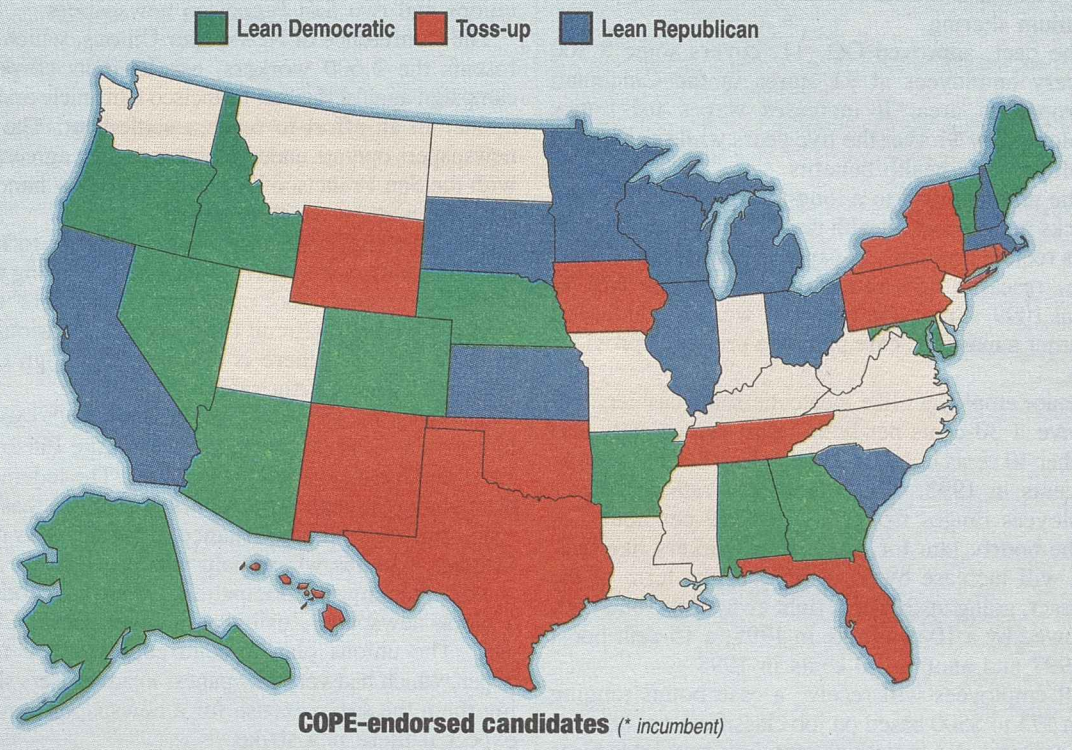
New Mexico Gov. Bruce King is trailing in his bid to return to the statehouse, and Georgia Gov. Zell Miller also is in a tough race. More secure are Colorado Gov. Roy Romer, who has begun to extend his lead, along with Democrats Jim Folsom of Alabama, Robert Miller in Nevada, Ben Nelson in Nebraska and Howard Dean in Vermont.

"Overall, there's a huge number of toss-up races for governor this year," said Marta David, COPE assistant director. "It's particularly tough for the Democrats because 10 of the 14 open seats were held by Democrats."

The Democrats' 29-19 advantage in statehouses (Independents hold two seats) clearly could be reversed. Republican seats are at risk in only 13 of the 36 statehouse races this year.

Governors' races

Many endorsed candidates face tight contests



COPE-endorsed candidates *(* incumbent)*

Alabama Jim Folsom* (D)	**Iowa** Bonnie Campbell (D)	**Nebraska** Ben Nelson* (D)	**Rhode Island** Myrth York (D)
Alaska Tony Knowles (D)	**Idaho** Larry EchoHawk (D)	**Nevada** Robert Miller* (D)	**South Carolina** Nick Theodore (D)
Arizona Eddie Basha (D)	**Illinois** Dawn Clark Netsch (D)	**New Hampshire** Wayne King (D)	**South Dakota** Jim Beddow (D)
California Kathleen Brown (D)	**Kansas** Jim Slattery (D)	**New Mexico** Bruce King* (D)	**Tennessee** Phil Bredsen (D)
Colorado Roy Romer* (D)	**Massachusetts** Mark Roosevelt (D)	**New York** Mario Cuomo* (D)	**Texas** Ann Richards* (D)
Connecticut Bill Curry (D)	**Maine** Joe Brennan (D)	**Ohio** Robert Burch (D)	**Vermont** Howard Dean* (D)
Florida Lawton Chiles* (D)	**Maryland** Parris Glendening (D)	**Oklahoma** Jack Mildren (D)	**Wisconsin** Chuck Chvala (D)
Georgia Zell Miller* (D)	**Michigan** Howard Wolpe (D)	**Oregon** John Kitzhaber (D)	**Wyoming** Kathy Karpan (D)
Hawaii Ben Cayetano (D)	**Minnesota** John Marty (D)	**Pennsylvania** Mark Singel (D)	

AFL-CIO NEWSGRAFIC

In California, COPE-endorsed Democrat Kathleen Brown is struggling to catch up to Gov. Pete Wilson and, in Iowa, Attorney General Bonnie Campbell narrowly trails incumbent Republican Gov. Terry Branstad. In Arizona, however, COPE-endorsed grocer Eddie Basha has got Republican Gov. Fife Symington on the run.

The Maine gubernatorial race is the only one among the three open Republican seats — South Carolina and South Dakota are the other two — that is tending toward the Democratic column, with former Gov. Joseph E. Brennan Jr. leading the way.

Among the open Democratic seats, Pennsylvania Lt. Gov. Mark Singel is maintaining a slight lead to succeed Robert Casey and, in Maryland, county executive Parris Glendening is fighting off the Republican challenge of a surprise primary winner. In Idaho, Larry EchoHawk is well ahead in his bid to replace retiring Cecil Andrus but, in Wyoming, Democratic Secretary of State Kathy Karpan has fallen behind in her race to succeed Gov. Mike Sullivan, who is trying for the Senate.

Nashville Mayor Phil Bredesen carries the COPE endorsement against Republican Rep. Don Sundquist in the race to succeed Tennessee Gov. Ned McWherter.

Sundquist, with a 17 percent COPE voting record, has a slight lead. Rep. Jim Slattery also has labor support but is running behind in his bid to succeed Kansas Gov. Carol Finney.

Surprising Democratic primary winners are doing well in several New England states, including Rhode Island, where Myrth York has not let up since defeating Democratic Gov. Bruce Sundlun. In Connecticut, Democratic Comptroller Bill Curry upset the party's selection, and is now counting on labor support to help him close the gap against Republican John Rowland.

Several COPE-endorsed candidates appear to be runaway winners, including Tony Knowles in Alaska, Joe Brennan in Maine and John Kitzhaber in Oregon. Ben Cayetano is doing better than expected in Hawaii, and Jack Mildren is holding his own in Oklahoma.

Union voters counted on to counter corporate coffers

Continued from Page 1

against a candidate who is spending his own money. W. Mitt Romney, son of the former Michigan governor and presidential candidate George Romney, has dipped into his family and business fortune to the tune of $2.1 million.

The work of one affiliate, the Paperworkers, has been credited by some political analysts with a recent Kennedy surge past Romney in the polls. Striking UPIU members from Marion, Ind., traveled to Massachusetts to confront Romney over the tactics of their employer, Ampad Corp., which is owned by the candidate's venture capital company.

Not only did the UPIU "Truth Squad" demonstrate at several Romney campaign appearances, drawing an inquiring media, but Kennedy also ran ads pointing to the union-busting and job-gutting aspects of Romney's ventures and challenging the Republican's job-creating credentials.

Kirkland told the reporters Oct. 20 that it was a change in the Republican party, not in labor, that has produced a day when only 12 Republican House candidates are among the 395 candidates endorsed.

They moved to the far right, Kirkland said, in large part because of "the role of money. I think they depend more on money relative to rank-and-file activism and the source of money and money interests in this country — corporate America."

Corporate political action committees continue to outspend labor PACs by more than 3 to 1, according to the latest figures from the Federal Election Commission. The AFL-CIO and affiliated unions that have PACs are limited to the maximum $5,000 contribution each per race, with resources generally allocated for close races several months before the general election, COPE Director Richard Walsh explained.

If the AFL-CIO and the 50 unions with PACs gave the maximum to a campaign, which rarely happens, it would total only $250,000. That compares with the $27 million spent thus far in the California senatorial campaign, which figures out to $100,000 *a day*.

"At this point, our campaign activities are set," Walsh said. "We are simply continuing our mailings and phone programs with state federations, urging our members to vote and getting them out to the polls."

"The rate at which our members vote is significantly higher than the public at large," Kirkland said. "I attribute that to the effectiveness of our campaigns to get them to the polls, to make sure that they are registered and that they do vote."

Labor working to help rebuild Haitian trade unions

By James B. Parks

Now that Haiti's democratically elected leader has returned, the AFL-CIO is moving quickly on several fronts to strengthen an essential of Haitian democracy: a free trade union movement.

The federation has launched an appeal to its affiliates for contributions to a Haitian worker medical assistance fund to provide care for trade unionists and their families who were beaten or tortured under the three years of the brutal dictatorship of Raul Cedras. To begin the fund, the AFL-CIO and its American Institute for Free Labor Development each contributed $10,000.

At the request of the Haitian trade unions, the federation will emphasize basic training in union operations, organizing and community services, said Jim Baker, executive assistant to AFL-CIO President Lane Kirkland.

Baker led a delegation to Haiti Oct. 12 to meet with representatives of the democratic Haitian trade union movement. The solidarity and enthusiasm for democracy that the unionists displayed was encouraging, Baker said.

The unionists have survived years of repression and are now eager to get started restoring their country and supporting trade union rights in a democracy, said Georges Exceus, the Haiti representative for AIFLD.

"If this country gets back on track, we want to make sure the workers are not left out," Exceus said. "We need to learn more about privatization and ownership, because that is the way things will be going."

The delegation's visit helped the Haitian trade unionists gain first-hand understanding of how they can solve their problems through solidarity and by merging their interests, Exceus said.

"It's hard to bring this many different organizations together," he said. "But the unions are ready to get together, to again push for jobs, peace, reconciliation and respect."

The first step will be to build on the unity among the various unions by giving technical advice on how to create a formal trade union coalition that will give the loosely formed unions more clout and access to funds.

Jesse Friedman, deputy executive director of AIFLD, returned to Haiti Oct. 25 to begin individual meetings with the 11 confederations to discuss the development of the coalition. Once the coalition is formed, AIFLD will assist in organizing vocational and union training sessions, community service projects and humanitarian relief efforts.

The AFL-CIO's help, though, will only begin to address the staggering problems facing Haiti, Baker said. The country will need massive and long-term commitments of aid from wealthy countries to survive, he added.

Haiti is in the grips of an ecological disaster, Baker said. The top-soil has eroded so badly that the creeks are filled with mud and brown sediment. The forests have been practically decimated for firewood, leaving no forest to hold and enrich the soil.

There is no sanitation, electricity or running water in most of the country. In the poor areas, which comprise the vast majority of the island nation, people get their drinking water from puddles that are also used for washing clothes.

The few jobs that exist are dangerous and the employers care little about the workers. For example, one trade unionist told the delegation about a worker in a cement plant whose arm was caught in a belt on a machine. A fellow worker cut the belt, partially saving his arm. Upon finding out about the incident, the employer told the worker he should have cut his cohort's arm off instead in order to save the machine.

These attitudes must change if Haiti is to become a prosperous and democratic society, Baker said. Collective bargaining should become the norm, he said, expressing the hope that Haiti's new leaders support trade union rights that will guarantee the freedom needed to create a strong economy.

Restored Haitian President John-Bertrand Aristide met with Kirkland several times during his exile, along with Haitian trade union leaders. The AFL-CIO strongly supported his return to power.

It is imperative that the island not become another international center for cheap labor, Baker said. If that occurs, then the Haitian workers' future will be the same as their past: long hours and abject poverty.

AIFLD also plans to increase its staff in Haiti, adding a financial adviser and education director.

AFL-CIO Civil Rights Director Richard Womack, a member of the delegation, announced plans for a seminar on civil rights and community services. Basic community services like clean-up campaigns in Port-au-Prince already have begun.

The AFL-CIO also has pledged to work with the Haitian labor movement to ensure that the workers employed in new jobs coming into Haiti will enjoy all the rights accorded them in a free society.

To that end, AIFLD has begun initial discussions with the business community in Haiti and the United States on ways to improve labor-management cooperation, on the formation of a tripartite organization and on issues such as the minimum wage and worker rights.

Besides Baker and Womack, the delegation included AIFLD Executive Director William C. Doherty and Jean Claude Coupet and Emily Donahue of the AIFLD staff.

Exceus a true hero of Haiti's struggle

One of the unsung heroes of Haiti's return to democracy is Georges Exceus, the director of the Port-au-Prince office of the AFL-CIO's American Institute for Free Labor Development.

For three years, this soft-spoken Haitian-American worked tirelessly, often at great personal risk, to save lives of ordinary working Haitians and to build the trade union movement as a force for democracy.

"I was tempted to leave many times," said Exceus, a former Clothing and Textile Workers organizer in Miami. "But there was so much to do, always one more life to save."

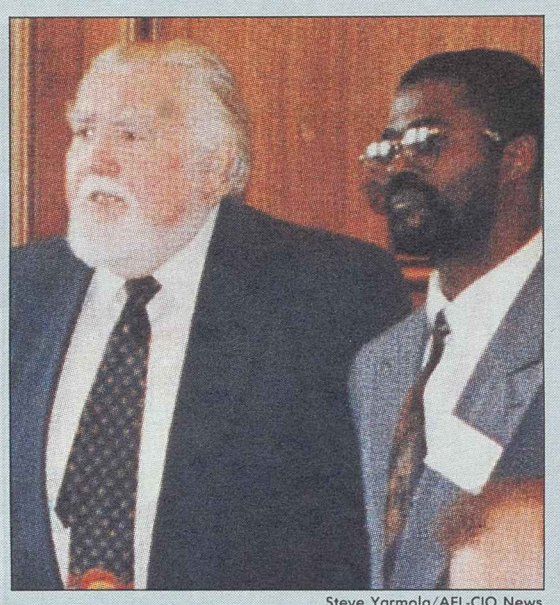
The vital mission began almost immediately after Exceus arrived in Port-au-Prince three weeks before the 1991 coup that overthrew President Jean-Bertrand Aristide. His job expanded beyond traditional labor organizing into providing a wide range of humanitarian services.

"When you see people die from repression, it is necessary to develop new strategies, so I became involved in saving lives," he said.

When Haitian trade union leader Cajuste Lexiuste was arrested and beaten almost beyond recognition by military thugs, Exceus personally negotiated for hours with the military doctors, U.S. embassy personnel and OAS authorities to arrange his release and to see that he received treatment.

Another time, at the risk of immense personal danger, Exceus arranged for a private airplane to fly people out of Haiti away from impending harm.

At one particularly sensitive point, military authorities at the airport held Exceus for two hours and threatened to take his two-year-old son from his arms as the plane waited on the runway to take off. Only because his friends on the plane, who included journalists he had enlisted to help, refused to leave without him, did he avoid arrest and certain death.



Steve Yarmola/AFL-CIO News

Georges Exceus talks with AIFLD Executive Director William Doherty during a meeting between Haitian President Jean-Bertrand Aristide and AFL-CIO President Lane Kirkland last year.

Exceus has hidden hundreds of people from the military over the past three years and, under the auspices of the AFL-CIO, found scarce hot food, medicine and hospital services for untold numbers of suffering Haitians. "Food is scarce. There is no electricity, but we hold on," he said.

Exceus, whose wife and family still reside in Miami, has not had a vacation in three years. He said he hopes to take one in December.

— James B. Parks

AFL-CIO expands support for South Africa's unions

The AFL-CIO is expanding its aid to South Africa's trade unions as they adjust to a new role in the development of the multiracial democracy.

Some 70 top labor leaders have moved into the ranks of government, leaving many unions with new leadership. Meanwhile, the government has proposed new labor laws to strengthen the collective bargaining process and create a new tripartite system that will enlist labor, business and the government in resolving labor-management disputes.

To help the trade unions deal effectively with these new political realities, the AFL-CIO's African American Labor Center plans to sponsor a program in both 1994 and 1995 to introduce the South African federations to organized labor's legislative activities, said AALC Executive Director Patrick J. O'Farrell. AALC also will provide support for the trade unions to participate in the tripartite arrangement.

Voter education training begun by the AALC before the historic 1994 elections also will continue to prepare union members to vote in the 1995 local elections, O'Farrell said.

The Bricklayers also launched a vocational training program to teach skilled crafts to South African construction workers.

"Our efforts are underpinned by an enduring partnership among all social structures, including government, business and labor, who together serve as the blast furnace of economic growth."

— Nelson Mandela

These new initiatives come in the wake of a series of strikes in June and July by several unions, including those in the transportation, auto and mining industries. Public service unions also threatened to walk out, but did not.

President Nelson Mandela, in the United States seeking investors and financial assistance, downplayed reports of widespread labor unrest in South Africa, saying that organized labor is a full partner in the government's efforts to revitalize the economy.

Mandela said his government "is creating, with a great measure of success, an environment in which a small and a big business can thrive. Our efforts are underpinned by . . . an enduring partnership among all social structures, including government, business and labor," who together serve as "the blast furnace" of joint strategies for economic growth.

The underlying reason for the strikes, Mandela said, is that white workers are paid three to five times more than blacks for doing the same job. "The workers are fighting to close this gap, and that is why we are fully behind them, because that is a just struggle."

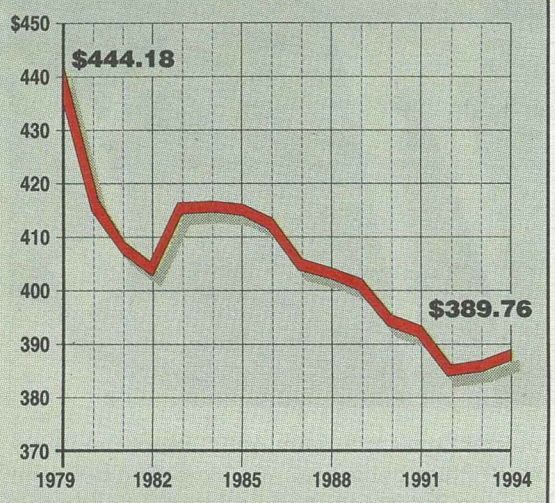
He said he told the leadership and members of the Congress of South African Trade Unions that his government does not yet wield enough political power to end all discrimination. In order to create a good climate for international investment, Mandela reportedly told COSATU, labor must temper its wage demands and strike activity.

— James B. Parks

DATA

Real weekly earnings

Non-supervisory production workers
Sept. 1979 - Sept. 1994 (in 1994 dollars)



Source: Bureau of Labor Statistics

Workers' purchasing power has been sapped over the past 15 years as real weekly earnings, which are adjusted for inflation, have declined 11.7 percent. In constant 1994 dollars, non-supervisory production workers in private industry earned $441.18 in September 1979, compared with $389.76 in September 1994.

Real Weekly Earnings (1982 dollars)	
August	$253.96
September	$255.05
Change	+0.4 percent
Consumer Price Index (CPI-W)	
September	+0.1 percent
Merchandise Trade Deficit	
August	$14.3 billion
July	$15.9 billion
Housing Starts	
September	+4.4 percent
Retail Sales	
September	+0.6 percent

AFL-CIO NEWSGRAFIC

Inflation creeps along

The Consumer Price Index (CPI-W) rose 0.1 percent for the month of September and was up 3 percent for the year.

Food prices, while slowing down from their steep summer increases, still climbed by 0.3 percent.

Energy prices declined 0.8 percent following increases of 1.9 percent in July and 1.6 percent in August. Although gasoline dropped 0.9 percent, it was up 8.2 percent from a year ago. Heating oil, gas and electricity were below year-ago levels.

Medical care costs rose 0.3 percent for the month, 4.5 percent for the year.

Low rise for seniors

The modest pace of inflation means that Americans who rely on Social Security will be getting one of their lowest increases in years.

Come January 1, recipients will be receiving a 2.8 percent boost in their benefit, an average of $19 per month.

That represents the second smallest increase in eight years, surpassed in that period only by last year's increase of 2.6 percent.

Production levels off

After generally rising for the previous 15 months, industrial production leveled out in September.

Production of manufactured goods edged up slightly by 0.1 percent, driven by a 0.2 percent increase in durable goods.

Over a 12-month period, manufacturing was up 7.8 percent, with durable goods at 9.9 percent.

Wages barely keep up with inflation

Loss of buying power reflected in American mood

By David Kameras

Wages for American workers have risen modestly the past several years, but they are hardly keeping pace with the rate of inflation.

The slow growth of real earnings since the beginning of the recovery in mid-1991 contrasts sharply with the wage recovery after the last severe recession, which bottomed out in 1982. But even that recovery left American production workers below where they were at the end of the 1970s.

Real weekly earnings, which are adjusted for inflation, rose 0.4 percent from August to September, reflecting a 0.3 percent rise in average hourly earnings and in average weekly hours worked. Since September 1993, real earnings are up 0.5 percent, following a similar slight increase from the year before.

Over the past 15 years, however, workers have seen their real weekly earnings erode by 11.7 percent.

Collective bargaining agreements, meanwhile, were running even with the 3 percent inflation rate, the Bureau of Labor Statistics reported. Those contracts have resulted in median first-year wage increases of 3 percent, or 38 cents an hour, for the year to date, compared with 2.9 percent (35.1 cents) during the same period last year.

Median first-year settlements in manufacturing were also 3 percent, and were 2.7 percent for construction.

Assessing political fallout

A growing percentage of Americans earned less money during the 1970s and 1980s, and a lower percentage of men, in particular, advanced during those two decades, according to a study by the National Commission for Employment Policy.

''What you have out there is fear and anger,'' said Tony Carnevale, chairman of the independent labor policy commission. ''It extends into the '90s. Voters are anxious.''

A new report by the Economic Policy Institute also concludes that there is anger over wage loss, which translates into lost votes for the Democratic Party.

By examining polling data of swing anti-Bush voters who in 1992 chose H. Ross Perot over Bill Clinton, author Ruy A. Teixeia found that the greater the wage loss experienced, the more likely a voter would choose Perot over Clinton.

While so-called ''New Democrats'' have advocated targeting college-educated and relatively affluent voters, purportedly the ''winners'' in the new economy, Teixeia warned that exit poll data far overestimate their numbers, suggesting that an expansion of the party's electoral base is tightly linked with reviving wage growth.

Among the non-winners are African-American men, according to the NCEP. Less than half of this group had an increase in real earnings during the 1980s, compared with about two-thirds in the 1970s. Adjusted earnings actually were 17 percent lower.

While women earned 55 percent more during the 1980s, as compared with a 4 percent decline for men, this was largely because they worked nearly 50 percent more hours than they did in the previous decade. The report determined that higher family living standards depended largely on women's earnings.

Families in poverty

Using data provided by the Bureau of Labor Statistics, AFL-CIO economist Anne Draper has concluded that an intermediate family budget for a household of four persons in September 1994, which includes projected expenditures for goods, services and taxes, was $25,407.

And that's a loss in real earnings since 1981. While that figure is up 47.4 percent from autumn of 1981, the Consumer Price Index has risen 56.4 percent during the same period.

The lower family budget for September was $22,507, up 46.9 percent from autumn of 1981, and the higher budget was $38,060, up 41.8 percent.

For workers earning the federal minimum wage, the family budget figures are especially bad news.

The current rate of $4.25 per hour, which has not been raised since April 1991, yields an annual income of $8,840 per year, far less than what is necessary to keep a family out of poverty. Draper indicated that the poverty line for urban population in September was $15,264 per year for a family. That would require an hourly wage of $7.34.

More jobs, less pay

One survey even suggests that the creation of 5 million new jobs over the past several years may be tied to the decrease in pay and benefits.

The Job Quality Index, compiled by the Center for National Policy to relate average compensation with current employment levels, shows a continued downward trend in the average compensation component.

''There is evidence. . . to suggest that stronger job total gains are associated with greater declines in average compensation,'' said Maureen S. Steinbruner, president of the center. ''If we really are in such a trade-off situation, it's hardly surprising that voters are pretty dissatisfied.''

''The idea that on the jobs front we must trade off quality to get quantity is a 'devil's bargain,''' said Harvard University professor James L. Medoff.

While employers often point the finger at labor as the culprit when inflation fears arise, the facts do not bear this out.

''If average employee compensation is declining even slightly at a time when labor productivity is increasing, then job growth is not a likely source of increasing prices,'' Medoff said.

The Labor Department has reported that worker compensation costs, which include wages and benefits, increased by an annual rate of 3.2 percent in the third quarter, the same as in the previous two quarters and the smallest on record.

By themselves, wages and salaries, which make up 72 percent of total worker compensation, rose by only 2.9 percent.

Trade gap narrows, but heads for record

The U.S. merchandise trade deficit narrowed somewhat in August, to $14.3 billion from $15.9 billion in July, but is still headed toward a record level for the year.

The good news was in U.S. exports, which rose by 9.3 percent. But imported goods also were at record levels, up 3.7 percent.

The improved export picture resulted in part from a surge in exports of aircraft, auto vehicles and auto parts, all of which were depressed in July in the face of planned shutdowns at some plants, according to Commerce Secretary Ron Brown. Food, industrial supplies and tobacco also showed increases.

Consumer products and automobiles dominated the surge in imports, which reached a record $58.2 billion.

Overall, the trade deficit in goods and services declined 12.9 percent, from $11.2 billion in July to $9.7 billion in August.

Despite the one-month improvement, financial analysts have predicted that net exports, as a portion of the Gross Domestic Product, are likely to be down in the third quarter.

Japan, which already accounts for a lion's share of the U.S. trade deficit, increased its bilateral surplus, selling U.S. consumers $5.8 billion more in goods than its consumers bought, up from $5.7 billion in July. So far this year, the trade deficit with Japan was $41.9 billion, compared with $36.9 billion a year ago.

The trade picture with China also worsened, jumping from $2.7 billion in July to $3.2 billion in August.

''The huge bilateral imbalances with Japan and China underscore the need for vigorous action by the Clinton administration to redress unfair trade practices,'' said Mark Anderson, director of the AFL-CIO task force on trade.

''Suggestions that free trade between the United States and Asian countries is a solution to this problem should be put to rest by these numbers,'' he added.

The trade surplus with Mexico, which was projected to grow as a result of the North American Free Trade Agreement, plummeted in August from $600 million to $70 million.

— David Kameras

NEWSMAKERS

Patricia Friend has been elected president of the Flight Attendants, succeeding **Dee Maki**. Friend, who has served as president of the United master executive council, was elected at the union's Oct. 26 board of directors meeting in Las Vegas. United attendant **Mary Kay Hanke**, assistant to Maki and former air safety and health coordinator for the union, was elected vice president. **Sharon E. Madigan**, also a United attendant, was re-elected secretary-treasurer.

Letter Carriers President **Vincent R. Sombrotto** and Executive Vice President **Francis J. Conners** were re-elected to new four-year terms in mail balloting by rank-and-file members throughout the nation. Sombrotto received 82 percent of the votes in defeating **Jon D. Gaunce**. Among other officers elected were Vice President **William H. Young** and Secretary-Treasurer **Charles J. Coyle**. All will be installed in Washington on Dec. 9.

The Air Line Pilots unanimously re-elected top officers during the board of directors meeting in Miami. **Capt. J. Randolph Babbitt,** a former Eastern Airline pilot, was re-elected president, along with Northwest **Capt. Duane E. Woerth,** first vice president; United pilot **Jerry Mugerditchian,** vice president for administration; and Delta pilot **John Donnelly,** vice president for finance.

Anthony G. Freeman has been named director of the Washington office of the International Labor Organization by ILO Director General **Michel Hansenne.** Freeman succeeds **Stephen I. Schlossberg,** who retired. Freeman has been an adviser to the secretary of state on international labor policies since 1983 and a U.S. government delegate to the ILO's International Labor conference since 1984.

Former Machinist and veteran mediator **W.J. Usery** has been named by Labor Secretary **Robert B. Reich** to help end the strike that ended the baseball season. Usery, described by Reich as the ''Mr. October of labor negotiations,'' is a former secretary of labor and head of the Federal Mediation and Conciliation Service.

AWARDS

AFL-CIO President **Lane Kirkland** is among 21 individuals honored because their life's work will have an impact on the 21st Century. They were chosen by artist **Robert Rauschenberg** and Felissimo, a multinational consumer marketing company, as part of an historic art program entitled Tribute 21. Rauschenberg has created 21 artworks representing concern for global peace, culture, social justice and a sustainable environment for the 21st century. Kirkland will donate his $10,000 award, contributed by Felissimo, to Freedom House and the International Rescue Committee. Other honorees include **Nelson Mandela,** movie producer **Steven Spielberg,** the **Dalai Lama** and **Vice President Gore.**

Bert Seidman, former AFL-CIO Social Security director, was presented the National Consumers League's 1994 Trumpeter Award. Also honored was Food and Drug Administration Commissioner **David Kessler.** AFL-CIO Secretary-Treasurer **Thomas R. Donahue** presented the award to Seidman, tracing his trade union and consumer work of nearly 50 years. The award honors national leaders who have not been afraid to speak out for social justice and for the rights of consumers.

Sister Susan Mika will receive the Letelier-Moffitt Human Rights Award on behalf of the Coalition for Justice in the Maquiladoras, a tri-national coalition working to improve working conditions in the maquiladoras. Mika will be honored along with singer and human rights activist **Harry Belafonte** and an Ecuadorian human rights group.

DEATHS

James J. Norwood, secretary-treasurer of the Laborers, died from complications of leukemia in St. Louis. He was 63.

Norwood was known throughout the construction industry for his leadership in advancing workplace health and safety, as well as for his organizing and negotiating skills. He served as secretary-treasurer since 1993 and as regional manager since 1989.

He also served as chairman of the union's Health and Safety Fund of North America and was a member of the AFL-CIO Maritime Trades Department Executive Council.

Norwood, who joined LIUNA in 1949, served as director of the union's Heavy and Highway Division for more than 20 years. ''Jim's loss will be felt deeply not only by his family and those of us who were fortunate to count him as a friend, but to every working person in North America,'' said LIUNA President Arthur A. Coia.

Norwood is survived by his wife, Pauline; two children; two grandchildren and three brothers.

William Sidell, former president of the Carpenters, died of cancer in San Diego. He was 79.

Sidell, who began as an apprentice in his father's cabinet shop, served as president of the Carpenters from 1973 until his retirement in 1980. He was a member of the AFL-CIO Executive Council during that period.

''All of us who had the pleasure of knowing him and working with him through the years admired his lifelong dedication to the best interests of the members of the Carpenters and to all working people and their families,'' said AFL-CIO President Lane Kirkland.

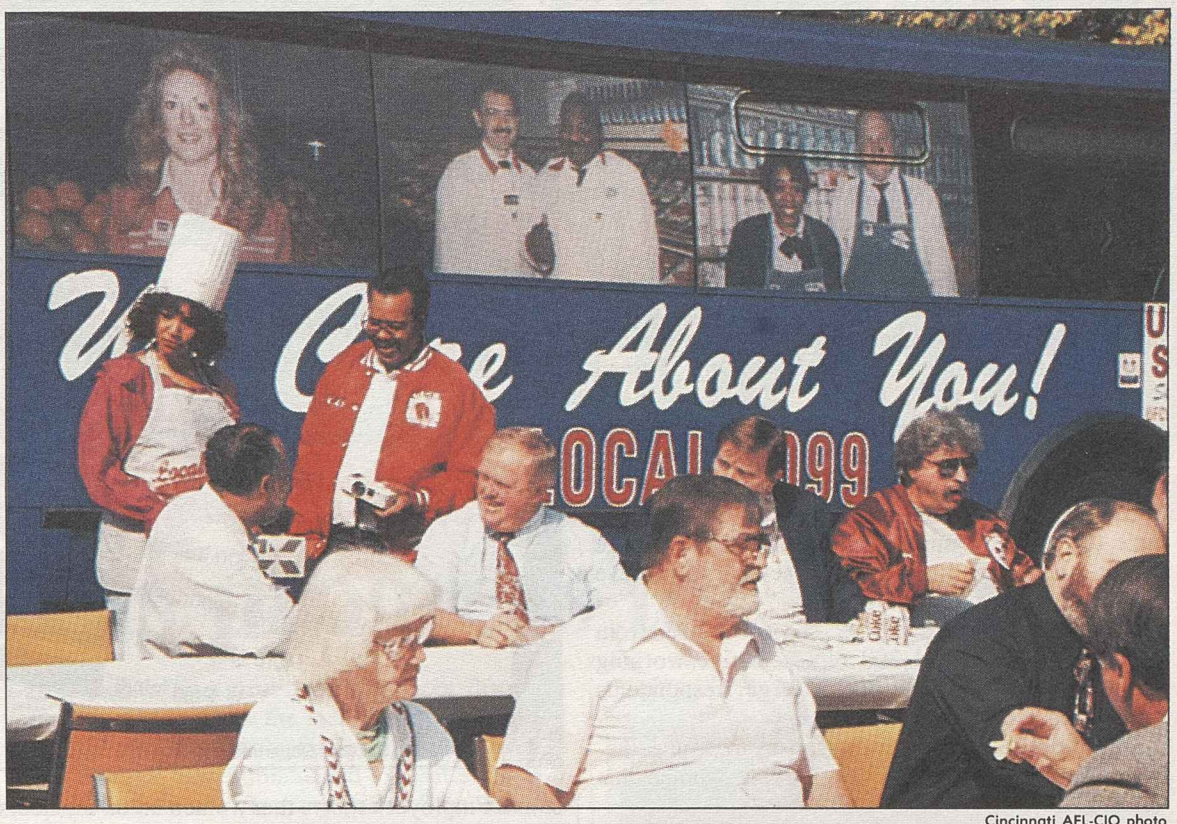
Sidell is survived by three children and several grandchildren.

CORRECTIONS

A map showing COPE-endorsed candidates in the Oct. 17 issue of the AFL-CIO News omitted gubernatorial candidates Howard Dean (D) of Vermont, Jim Slattery (D) of Kansas, Nick Theodore (D) of South Carolina and Myrth York (D) of Rhode Island. In addition, there is no endorsed candidate for governor of Arkansas.

The ILCA's 1994 Saul Miller Award was presented for coverage of labor's campaign against the North American Free Trade Agreement. An article in the Oct. 17 issue mischaracterized the award category.

— Compiled by Muriel H. Cooper



Cincinnati AFL-CIO photo

The end of another successful United Way campaign was celebrated by union members in a cookout sponsored by the Cincinnati AFL-CIO. The food was prepared by members of Food and Commercial Workers Local 1099. Cincinnati-area unions helped raise $44.2 million for the United Way.

RESOURCES

PUBLICATIONS

The Legal Rights of Union Stewards outlines the relevant issues facing workers and their rights on the job. The book is $9.95 plus $2 postage. Orders should be mailed to Work Rights Press, 678 Massachusetts Ave., Box 391887, Cambridge, Md. 02139-0008.

CONFERENCE

The **AFL-CIO National Safety and Health Conference** will be held Dec. 4-7 at the Los Angeles Hilton and Towers. The conference registration fee is $100 per person until Nov. 15. After Nov. 15, the conference fee is $120. Please make check payable to the AFL-CIO Secretary-Treasurer. For information, contact National Safety and Health Conference, 815 16th St., N.W., Room 704, Washington, D.C. 20006; 202/637-5367.

The **Labor/Higher Education Council's** national meeting will be held Nov. 17-18 at the Washington Court Hotel in Washington, D.C. The theme for the meeting is ''The Contingent Worker: Short-Term Flexibility or Long-Term Work Force Erosion?'' Contact Len Oliver at 202/362-1522.



David Kameras/AFL-CIO News

Newly elected state and local AFL-CIO officers meet with President Lane Kirkland as part of the AFL-CIO's orientation program to acquaint them with its staff, departmental functions and resources. Pictured from left are: Laurie Stalnaker, executive secretary-treasurer, San Bernardino/Riverside (Calif.); Kirkland; Richard Bloomingdale, secretary-treasurer, Pennsylvania AFL-CIO; Frances Kenin, special projects coordinator, Department of Organization and Field Services; Amy Dean, business manager, South Bay (Calif.); and William "Ted" Murphree, president, Central Arizona. Not pictured are Michael Bruton, president, Chicago AFL-CIO; Francis Callahan Jr., president, Pioneer Valley (Mass.); and Don Turner, secretary-treasurer, Chicago.

Working women count on unions, survey finds

By Sharolyn A. Rosier

Women want equal pay and benefits, respect on the job, and support for their responsibilities as workers, mothers and wives, a survey conducted by the Labor Department Women's Bureau reveals.

Union and non-union women had similar concerns, but union women clearly fared better in some areas, including health insurance, pensions and vacation, said Ann Bookman, author of "Working Women Count: A Report to the Nation."

"The results of the report underline in a dramatic way why women are joining unions in increasing numbers," said Cynthia McCaughan, director of women's issues for the AFL-CIO. "Women recognize the value of union membership and coverage under a collective bargaining agreement to achieve economic justice and job security."

The report is based primarily on data compiled from a random survey of 1,200 representative working women. Like the workforce at large, respondents were 15 percent unionized.

The report also includes responses to a questionnaire received from 188,703 working women this summer.

The survey showed that four out of five working women — 79 percent — either "love" or "like" their jobs. But there is a strong consensus for change among union and non-union women in three areas — compensation (pay and benefits), work and family policies and the undervaluing of women's work.

A parallel survey of 1,000 women by AFSCME found that 93 percent liked their jobs. "Overall, AFSCME women are a reflection of job satisfaction that a union brings to the workplace, but there is much left to be done," said AFSCME's Women's Rights Director Catherine O'Reilly Collette.

Many of the improvements women have received in the workplace, including the Equal Pay Act of 1963, are largely due to union activism, said AFL-CIO Vice President Gloria Johnson, president of the Coalition of Labor Union Women. As more women join unions, labor can continue to work on closing the pay gap and addressing other inequities and problems, she said.

Sixty-five percent of women listed improving pay scales as a high priority for change. Another 49 percent said they were not getting paid what they are worth.

Despite passage of the Equal Pay Act more than 30 years ago, women earned only 71 cents for every dollar earned by men in 1993.

Women say their earnings are the basis for their payments for basic items in the family budget — rent or mortgage, food, clothing, child care and education.

Among women who are single, separated, divorced or widowed, only 37.3 percent rated their pay as "excellent" or "good," as compared to 53.7 percent of married women.

Research by the AFL-CIO Department for Professional Employees shows that women union members in 1993 had median weekly earnings 26 percent higher than non-union women. The median weekly earnings of union women were also higher than those of men who were not union members.

Health insurance was a No. 1 priority for 65 percent of the women surveyed. Union women have better benefits, with 29 percent of the union members rating their health insurance "excellent." Only 19 percent of non-union respondents said the same.

Moreover, only 4 percent of union women were without health insurance, compared with 18 percent of the non-union women. Forty-three percent of women who work part-time and 34 percent of women over 55 years old lack health insurance.

Union members win again on the issue of pensions. Some 57 percent of the union members rated their pensions excellent or good, compared to 40 percent of non-union members.

Union women also have better vacation. Seventy-three percent reported either excellent or good vacation, compared with 64 percent for non-union members. In addition, 14 percent of the non-union women reported having no vacation and only 3 percent of the union members had no vacation.

Among the women who cited the problems of balancing work and family, 66.5 percent of women have children under age 18.

"Too much stress" is a serious problem for more than half the women surveyed. Seventy-four percent of women in their 40s who are highly educated and hold high-income professional or executive/managerial jobs complained of "too much stress."

More than 55 percent of women with children under age 5 say that finding affordable child care is a serious problem. Another 53 percent of this group say that "information about or support for child or dependent care" is a very high priority for change.

Three of five women — 63 percent — who work as executives or managers, compared with only 42 percent of women who work in lower-wage blue-collar jobs, rated their jobs as either excellent or good in terms of support for family.

A fundamental belief among the women was that their work was "undervalued" and "minimized." However, they do perceive their work as important and seek out opportunities for education and training.

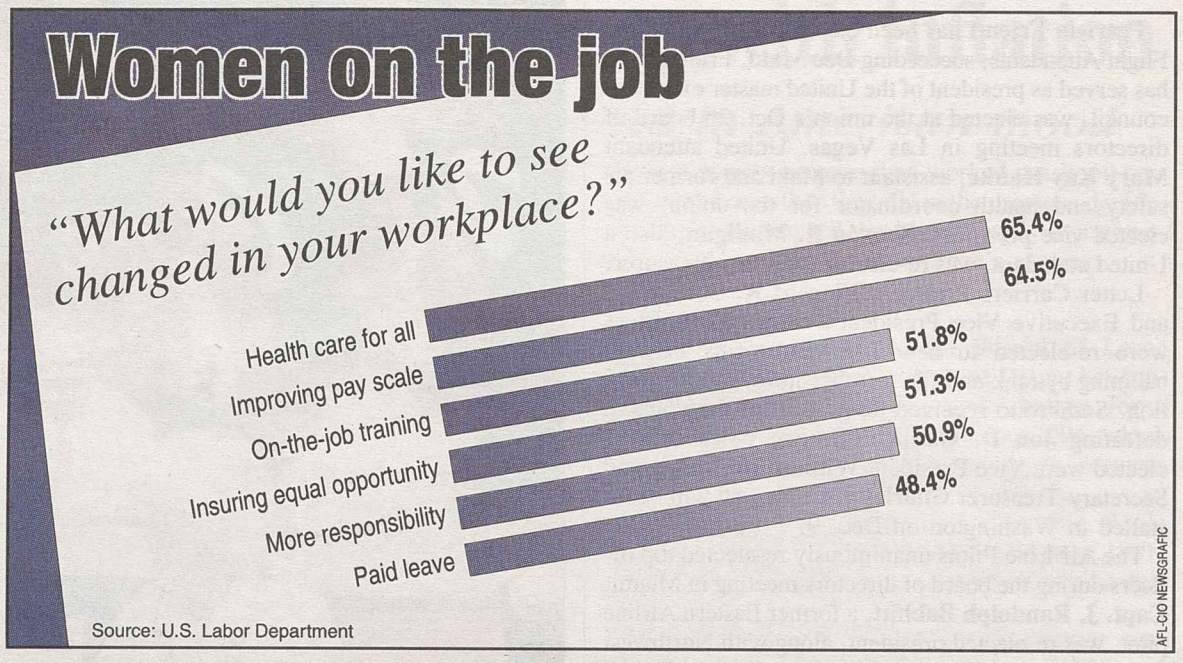
Some 52 percent of respondents, across varying levels of education, support on-the-job training opportunities to learn new skills. In addition, 71 percent of unmarried mothers with children at home say this is very important to them, underscoring the heavy financial burden of single motherhood.

Sixty-four percent of women in technical jobs want more on-the-job training and 65.2 percent of women of color who have no college degree cite this as a high priority for change.

An overwhelming majority of the respondents stated discrimination, too few opportunities for promotions and lack of respect on the job are barriers to advancement.

In response to the survey, President Clinton directed the agency to identify initiatives to encourage the private sector to address the concerns expressed and implement "policies that will create family-friendly workplaces."

According to a July 11 memorandum, the president also has directed Office of Personnel Management Director James King to prepare a report by Jan. 15, 1995, outlining measures that have been taken to make the federal government a model workplace for working women.



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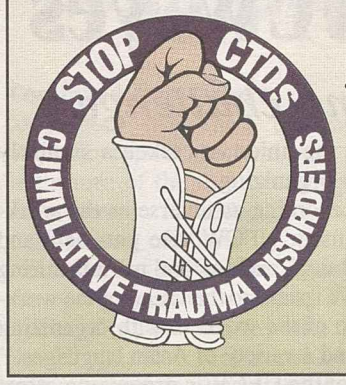
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AFL-CIO NEWS

VOLUME 39, NUMBER 24 NOVEMBER 14, 1994



Job hazard worsens, fuels fight for new safety rule.

See Page 4

Election imperils progress for workers

By Michael Byrne

Disgruntled voters shook up the political chemistry in Washington and across the country, ousting incumbents and elevating Republicans to leadership, possibly jeopardizing progress on worker issues.

The mid-term election, which placed Republicans in control of the U.S. Senate, House and the majority of statehouses, was termed ''disappointing'' by AFL-CIO President Lane Kirkland. He cautioned that the wholesale turnout ''did not mean that working people have given up hope for better health care, safer workplaces and fairer treatment on the job.''

Indeed, ''members of the 104th Congress, regardless of their party affiliation, will have to face these concerns. And the AFL-CIO will be doing its utmost to see that they do so promptly and effectively,'' he said.

Even though ''in a great number of races, disgusted voters decided to throw the rascals in,'' as Kirkland noted, the intense effort by the federation's Committee on Political Education helped to stem the tide of voter disenchantment in many parts of the country, rescuing a number of labor allies.

Sen. Edward M. Kennedy (D-Mass.), for example, got a huge boost from trade unionists, with Boston news accounts noting the role of unions in general and building trades unions like the Carpenters in particular.

In addition, voter turnout generated by labor and the Democratic Party turned back right-wing Republican Oliver North in his bid to oust COPE-endorsed Sen. Charles Robb in Virginia. Labor and its support groups also were credited with a role in the victory

Continued on Page 4



Results of House, Senate, state races disappointing

Scorecard, Pages 6-7

San Francisco strike puts pinch on newspapers

By James B. Parks

The union campaign to assist striking workers at San Francisco's two newspapers is hurting the company's bottom line as advertisers pull out and community support swells for the strikers.

The 2,600 members of the Conference of Newspaper Unions made clear they will stand together despite management tactics designed to break their spirit. Members of the CNU, which represents the four unions at the newspapers, have been harassed by union-busting consultants and security guards and threatened with permanent replacement.

The strikers' alternative newspaper, the Free Press, has enough advertising to pay for itself while ads in the San Francisco Examiner and Chronicle are declining rapidly, said campaign coordinator George Curtin.

More than 50 major advertisers, including Radio Shack, Ross Dress for Less, Pacific Stock Exchange and Miramax Pictures, have pulled their ads from the newspapers, the CNU said.

The newspapers are running 32-page, giveaway editions with few ads and little local news, Curtin said. Macy's, which has refused to pull out of the newspapers, advertises in the Free Press as well.

Amazingly, the company claims it has enough advertisers to publish a full-sized edition, but is having to rotate the ads because the paper is so small.

''This explanation stretches the limits of intelligence,'' Curtin said. ''This is one of the heaviest ad seasons of the year with the election and Christmas. No publisher has ever been reluctant to dump in wire copy to fill as many pages as they have ads for — if they have the ads.''

Much of the advertising that now appears in the papers was either previously contracted for or was given away for free, said CNU Chairman Doug Cuthbertson.

Management also is inflating circulation figures, warehousing tens of thousands of undelivered newspapers and pre-printed inserts while delivering only a few newspapers in outlying areas, Cuthbertson said.

Meanwhile subscribers calling to cancel so swamped the phone lines Nov. 4 that Pacific Bell had to shut down service for three hours to the Newspaper Agency, which handles business matters for the two newspapers under a joint operating agreement. ''This is a clear indication that the community overwhelmingly supports the strikers,'' Curtin said.

Many advertisers are dissatisfied with company

Continued on Page 3



CNU photo

Strikers march in front of the San Francisco Chronicle headquarters under the watchful eye of local police.

Unions, businesses unite to oppose 'megastore' invasion

By Muriel H. Cooper

Workers and business leaders have found common ground in communities across the country, standing up against the invasion of so-called ''superstores.''

By the end of this year, Kmart and Wal-Mart will have more than 100 such megastores, even though these aggressively anti-union companies did not start building the huge facilities until 1991.

The Food and Commercial Workers are taking on the megastores on two fronts: helping the workers form unions and joining business and community groups opposed to the location of the giant shopping centers.

Many local grocers and other retailers have been forced out of business by the huge facilities, which they consider unfair competition. The sheer size and volume of superstores threaten multiple businesses, with the giant one-size-serves-all stores offering everything from groceries, hardware, shoes, insurance and vision care. Often, that leaves Main Streets an empty reminder of the past.

Lost jobs, lost sales

''The loss of good jobs means less buying power and less ability by workers to purchase products . . .,'' noted UFCW Local 876 representative Jerry Gordon, who said he has seen many workers in the Dearborn, Mich., area lose their jobs or hours to these megastores. In Port Huron, Mich., he said, the Super Kmart has caused a loss of up to 25 percent in sales for the area's unionized food markets.

Furthermore, Wal-Mart and Kmart ''are fiercely anti-union,'' said UFCW President Douglas H. Dority. ''They prove it every day with their minimum-wage-level pay scales and inferior or nonexistent health and other benefits.''

Wal-Mart's anti-unionism recently cost the company $15,000 and an agreement to post information that workers have a right to form unions.

That was the small price the company had to pay to be rid of a complaint issued by the National Labor Relations Board for firing union supporter

Continued on Page 12

ORGANIZING

NLRB backs Wallace

The National Labor Relations Board has ruled that Earley Mae Wallace, illegally discharged by Earle Industries of Earle, Ark., during a campaign by the Clothing and Textile Workers, must be immediately reinstated in her job with full reimbursement for earnings and other benefits lost.

Wallace was penalized after a visit to the plant by the Rev. Jesse Jackson, who came to Arkansas to support the workers. The 1993 election campaign — which resulted in a union victory Oct. 25 — was the third time workers at Earle tried to unionize. Wallace was fired twice before because of her efforts for a union.

Lawmakers confront Sprint

In a letter to Sprint CEO William Esrey, 63 members of Congress expressed their concern over the abrupt termination of 235 workers at Sprint's San Francisco telemarketing subsidiary, La Conexion Familiar.

The mass firing of the workers — primarily Latinos and women — came just eight days before the workers were set to vote on representation by the Communications Workers.

The letter, spearheaded by Democratic Reps. Tom Lantos (Calif.) and Nydia Velazquez (N.Y.), urged Sprint to settle the case immediately and ''restore (its) good reputation by reopening the La Conexion Familiar facility, agreeing to a union election and not interfere with the workers' rights to organize.''

The National Labor Relations Board has charged the company with some 50 violations of labor law.

IBEW trains 40,000

Nearly 40,000 members of the Electrical Workers have completed a training program on how to organize non-union contractors, IBEW President John J. Barry announced.

The union has conducted nearly 1,600 classes under its Construction Organizing Membership Education Training (COMET) program, Barry said, creating an ''army of organizers'' that has convinced hundreds of non-union contractors to sign IBEW contracts, ''deciding they would rather switch than fight.''

''We must seize this opportunity immediately by showing the users of construction that we have the ability to train our women and men, put them on the job, and deliver the quality and service demanded in the modern workplace,'' Barry said.

Janitors get support

A federal judge has granted the National Labor Relations Board's request for injunctive relief against United States Service Industries, Inc., which has been ordered to ''cease and desist'' from discouraging workers to join the Service Employees.

The NLRB ruling, backed Nov. 7 by District Judge Paul L. Friedman, found that the Washington, D.C., janitorial company illegally discharged workers who participated in intermittent strikes, granted bonuses to non-strikers and interrogated workers about union meetings.

The board ordered USSI to reinstate more than 30 workers who participated in strikes against the company and to repay lost earnings and benefits. The company also was told to pay each striker the amount of bonus awarded to non-strikers, plus interest.

Food processors: 'UFCW yes'

Diversity helps union meet organizing challenge

By Candice Johnson

Some 4,000 packing and food processing workers at plants in four states voted for the Food and Commercial Workers as their representative in separate elections.

Declaring ''UFCW yes'' were workers at House of Raeford, a turkey processing plant in Raeford, N.C.; a Monfort Inc. facility in Grand Island, Neb.; Portion-Trol, a beef processor in Dallas; and a Heinz pet food plant in Bloomsburg, Pa. The final outcome of the Monfort vote will not be known until challenges to 37 ballots are resolved, but the workers are confident their victory will be sustained.

Although the campaigns were thousands of miles apart, the workplace problems and concerns were similar, with workers citing job safety and health, declining real wages and a lack of respect.

At the Monfort plant in Grand Island, workers had been fighting for a union for nearly 15 years and in three elections before finally voting in UFCW Local 22 by a 736-727 margin.

The Nebraska workers join their colleagues at Monfort's Greeley, Colo., plant, who voted in the UFCW last year after a 10-year fight.

A key issue at the Grand Island plant is job safety, including excessive line speeds that are contributing to a growing number of workplace injuries, said Rick Saalfeld, president of UFCW Local 22.

At House of Raeford, some 1,000 workers voted in UFCW Local 204 by a 411-365 margin, despite a record of management unfair labor practices. Workers at Portion-Trol Foods voted for UFCW Local 540 by a 166-156 count, and Heinz workers voted in UFCW Local 38 by a 365-334 margin.

The industry has a widely diverse work force with large numbers of African-American, Hispanic and Asian workers, and the union has taken a similarly diverse approach to organizing.

''Organizers are becoming as diverse as the workforce,'' said Joe Hansen, UFCW vice president and director of the processing, packing and manufacturing division. ''The UFCW speaks to the issues of the workplace in the language of the workers with organizing material in Spanish and a variety of Asian languages.''

Another key part of the UFCW's organizing effort is the union's ''workers' voice'' program, which features those workers from the plants in videos and paid radio advertising.

The radio spots give both co-workers and the community a rarely heard perspective on unionism and workplace issues, the UFCW noted. ''Communities with meatpacking plants, for instance, seldom realize that packing has the highest incidence of worker injury in the country. The workers' ads play an important role in building understanding and support in the broader community,'' the union said.

Hansen said the program gives workers the chance to break through the ''wall of media silence'' that generally shuts out working people and their concerns. ''Breaking through the silence gives workers a tremendous sense of empowerment,'' he said.

In another industry development, a federal appeals court has upheld a finding that Iowa Beef Packers Inc. violated the overtime provisions of the Fair Labor Standards Act in 1986-1988 by refusing to pay workers for the time necessary to don and take off required personal protective gear.

The decision affects some 24,000 workers at 11 IBP plants and is estimated to cost the company between $8 million and $10 million. The case has been sent back to federal district court for the back-pay determination.

SEIU gains 6,000 home-care workers

More than 6,000 home-care workers in Alameda County, Calif., voted by an 8-to-1 margin for representation by the Service Employees.

The workers had been seeking for more than a year to build a union to address their low pay, lack of benefits, isolated and difficult working conditions, arbitrary cutbacks, frequent late paychecks and inadequate training. Mail-in ballots were counted Nov. 3 by the California Mediation and Conciliation Service.

''For too long, we've been just too easy to ignore,'' said Mae Moore, one of dozens of jubilant home-care workers who gathered at the Alameda County Administration building in Oakland.

The workers provide care in the homes of the elderly and disabled under the In Home Supportive Services program, which is funded by the state and run by the county.

Since emerging in the late 1970s as a cost-effective alternative to hospital and nursing home care, home-care workers have become the fastest-growing sector of the health care work force — growing an average 30 percent each year.

But home-care workers also are the lowest-paid workers in the industry, a major factor behind SEIU's nationwide organizing campaign. The Alameda County election is the union's third organizing success in the past six months.

''By helping to keep the elderly and disabled in their homes instead of in institutions, home-care workers make an incredible contribution to the people of California and save taxpayers millions of dollars,'' said Pat Ford, executive director of SEIU Local 616.

''Their work is far too valuable to be minimum-wage jobs with no benefits and no security. They deserve higher pay, benefits and a certain measure of respect and we're going to fight until we get it.''

Because they historically have been considered ''independent providers'' employed by their clients, California home-care workers until recently have been unable to collectively negotiate improvements in their pay and working conditions. But last year, following the passage of enabling state legislation, Alameda County's Board of Supervisors agreed to create a public authority that would oversee the delivery of home-care services as well as act as an ''employer,'' with which the home-care workers may bargain over pay, benefits and working conditions.

''Every year we can keep someone out of an institution, we save the state thousands and thousands of dollars,'' said Richard Sanchez, a home-care worker of eight years who cares for disabled children.

SEIU currently has similar organizing drives under way in Los Angeles — where more than 20,000 home-care workers have signed up for representation. Other unions organizing home-care workers include AFSCME, also active in California, and the Communications Workers, which represents workers in New York.

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'Free Press' gains San Francisco advertisers

Continued from Page 1

assurances that their ads will be delivered to subscribers, Cuthbertson said. Many are demanding the return of the inserts so they can be delivered by other means, he added.

In a show of solidarity, the 2,600 CNU members rallied in downtown San Francisco Nov. 8 to call on the newspapers to negotiate a fair deal.

The rally came one day after columnists Herb Caen, Art Hoppe, Rob Morse and 21 other ''stars'' of the two newspapers announced they would not go back to work until the strike was ended and everyone had returned. Many of the columnists now write for the strikers' Free Press newspaper.

''This is an important message for the people who don't have bylines and feel they may not enjoy the protection of fame: the stars are with you,'' Cuthbertson said.

The columnists' action came after management threatened to permanently replace strikers if they did not return to work by Nov. 9. For many workers, that attempt at intimidation ''strengthened their resolve to stay out and win a good contract,'' said CNU spokesman Steven Chin, an Examiner writer.

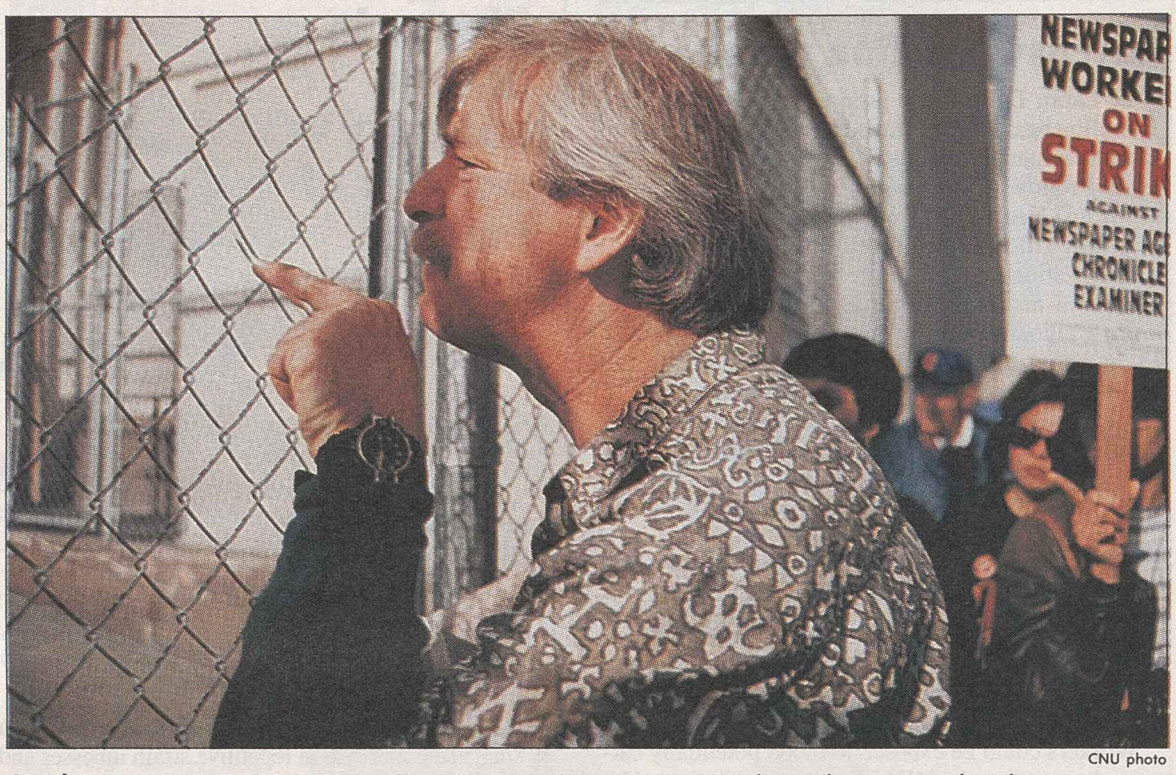
Anne Rice, author of the best seller ''Interview with a Vampire,'' wrote to agencies representing her, directing them not to place ads for her novels or movies made from them in the papers until the strike is ended.

Rice's sister is a Newspaper Guild member who works for the Newspaper Agency and is assigned picket duty.''My sister is a member of the union,'' Rice said. ''This strike will cause much hardship for her and her little boy. I am eager to support the union.''

Support also is pouring in from the community. The San Jose Newspaper Guild donated $5,000 to the conference for its strike support fund. Delegates to a Communications Workers meeting in San Diego gave $1,000 in personal contributions and pledged full support for the unions' ''Adopt-a-Striker'' program. Numerous businesses have donated food and the local opera company has provided entertainment.

Meanwhile, talks are continuing under the auspices of Mayor Frank Jordan and federal mediators, but there has been no progress, Curtin said. ''Management is just stalling to see what happens with the strike,'' he said.

The company has hired two notorious union-busting firms, King & Ballow and Huffmaster Associates Inc.



CNU photo

A striking San Francisco newspaper employee makes a point to scabs at the papers' distribution center.

Nashville-based King & Ballow provided counsel to management during strikes at the Chicago Tribune and later at the New York Daily News, owned by the Tribune. The firm was responsible for developing the strategy of building an alternate site to produce the paper and surrounding it with barbed wire and guards.

Huffmaster, headquartered in Dearborn, Mich., is a security firm that specializes in strikes and the accompanying strategy of obnoxious activity designed to provoke pickets into the mistake of retaliating. In 1990, striking members of the Service Employees sued Huffmaster after picketers were assaulted by guards and scabs at Riverside Hospital.

In a statement Nov. 8, the CNU condemned reported violence at Newspaper Agency plants and distribution centers. ''In no way does the conference condone any acts of violence by the company's hired security force or any of the members of the striking unions,'' Cuthbertson said. ''This can only aggravate the tensions and impede any chance of progress.''

The presence of barbed wire at plant sites and Huffmaster guards clad in riot gear has raised tensions, the unions said. Several picketers have been knocked down and hit by security guards. But police cannot make arrests because the guards' faces are hidden by masks, the CNU said.

Cuthbertson's statement came after Huffmaster personnel claimed a guard was kicked in the groin and another knocked down by masked assailants. There were no witnesses to the incidents.

One worker, Kent Wilson, a member of IBT Local 921, was killed Nov. 6 when he came into contact with a 12,000-volt power main at a distribution center where he had been picketing.

The AFL-CIO Strategic Approaches Committee has provided staff and assistance to the CNU. Unions involved include locals of the CWA, Teamsters, TNG and Graphic Communications Union.

Workers tell city they reject 'plantation attitude' at BET

By James B. Parks

Employees at Black Entertainment Television are solidly committed to negotiating a first contract and will not let short-sighted management break their union, workers told a city council hearing.

The company is not negotiating in good faith with the Electrical Workers, but rather is using the talks as an opportunity to refight the union representation election in which workers chose IBEW 15 months ago, Orin Britton told the District of Columbia City Council's Labor Committee.

''By refusing to bargain in good faith, BET is trying to convince us that it is futile for us to organize and protect our rights,'' said Britton, a master control operator and member of the bargaining committee.

As part of its strategy to keep the union from functioning, BET made what it calls its ''best and final offer,'' which the workers rejected by a 49-1 margin.

By refusing to consider any further compromises, BET is trying to create an impasse so that it can unilaterally impose the final offer, said Joslyn Williams, president of the Metropolitan Washington AFL-CIO. Williams spoke in place of Local 1200 shop steward Joseph Westbrook, who was denied time off to testify.

But the strategy will not succeed because the union is ''the only way we can hope to obtain dignity and respect on the job,'' said Kimberlyn Dickens, a part-time video editor.

''At BET, we are not given recognition for our work, our skill and our contributions to the company,'' she said. ''Management at BET has a plantation attitude. We are forever viewed as trainees who should be thankful for the opportunity to work for low pay with irregular hours. BET does not recognize us as professionals.''

The workers presented charts showing their pay was the lowest among comparable workers in the Washington area and far below the industry average. For example, the average weekly wage for non-maintenance broadcast technicians in the area is $955.32.



Bill Burke/Page One Photography

BET workers Samone Lemieux and Orin Britton join Metropolitan Washington AFL-CIO President Joslyn Williams in a hearing before D.C. City Council members on anti-union activities.

BET pays $554.32. The average pay for maintenance technicians is $989.48 while BET pays $755.60.

BET CEO Robert Johnson personally threatened workers with dismissal if they voted for a union, the workers charged at the hearing.

Johnson's threat came during a captive audience meeting at a plush Washington hotel the day before the union vote, said Samone Lemieux, a former editor with BET. At that meeting ''he said that supporting the union was an act of disloyalty against the company and insisted that we would never be represented by a union,'' she said.

The council committee, chaired by mayoral candidate Marion Barry, held hearings Oct. 27 on unfair labor practices in the telecommunications industry. The National Labor Relations Board has issued a complaint against BET for illegally threatening and firing workers during a 1993 representation election campaign.

The mostly African-American BET technical employees voted in IBEW Local 1200 in July 1993 after complaining of unequal pay for equal work, especially for female employees; deliberate tampering with work schedules to avoid overtime pay; and low wages.

The AFL-CIO, through its Strategic Approaches Committee, has assigned staff from the Organization Department to assist IBEW in winning a contract with BET.

JOB SAFETY

Ravenswood fine proposed

The Labor Department proposed penalties of $2.1 million against Ravenswood Aluminum Corp., an aluminum manufacturer in Ravenswood, W.Va. The penalty follows an investigation by the Occupational Safety and Health Administration into an accident last May that killed an employee.

The citations against the company were issued for 30 willful and three serious violations of OSHA's lockout/tagout standard. The accident occurred May 13. A millwright worker was crushed under an improperly secured table weighing 3,700 pounds.

The facility has 2,200 employees who are represented by Steelworkers Local 5668. The company locked out those workers for 17 months in 1991 and 1992 after a dispute largely over safety.

Needle protections sought

The Service Employees asked the Food and Drug Administration for stronger protections against unsafe needles after a survey found that 25 percent of phlebotomists have been stuck by a needle during the past year.

Workers could be exposed to blood potentially carrying hepatitis or the HIV infection, a risk caused by hospitals that continue to supply only unsafe needles and provide little or no safety training, the union said.

SEIU, which has campaigned for manufacturers and hospitals to phase out dangerous needles, points out that plastic tubes and puncture-guard needles are available.

But the FDA's "universal precautions" governing safety for health care workers do not specifically outlaw dangerous needles currently in use.

Logging standard published

The Occupational Safety and Health Administration issued its final rule on safety standards in the logging industry requiring employers to provide additional training to current or new workers.

Trainees must be supervised by an experienced logger until they can demonstrate they can work alone safely.

The basic elements of the training program include safe performance of assigned work tasks, safe use of tools, recognition and control of workplace hazards and prevention and control of general logging hazards.

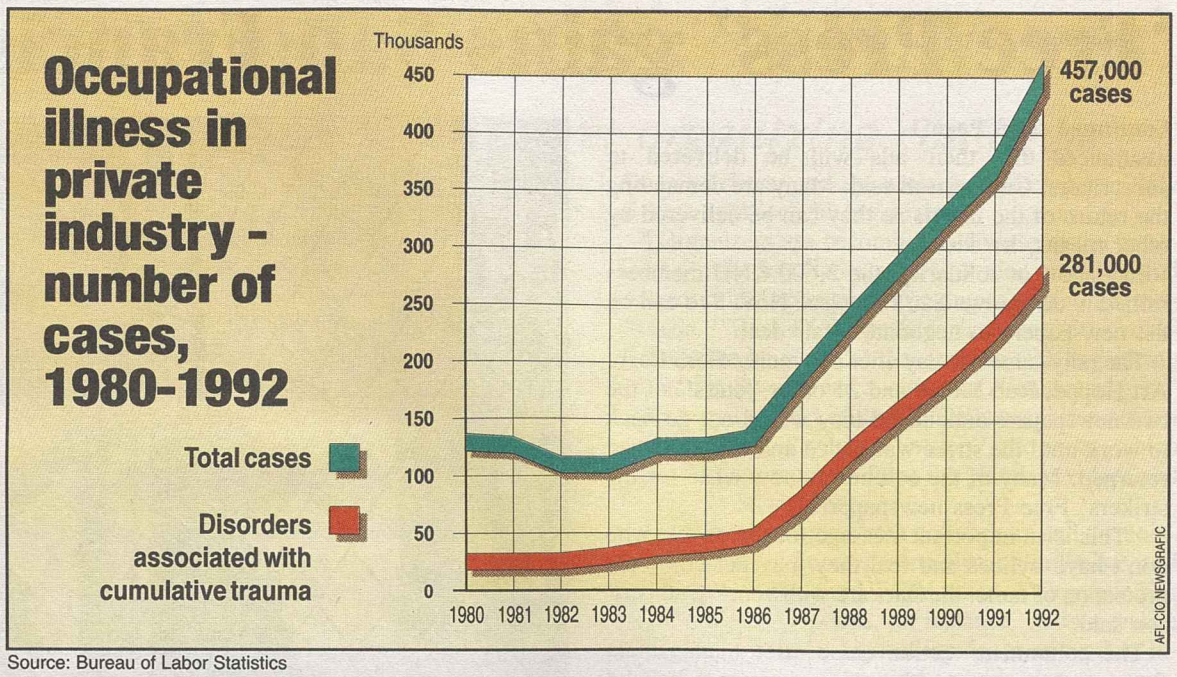
The standard is projected to save 111 lives, 4,759 lost workday cases and 2,639 non-lost workday cases annually.

Blood violation cited

The Occupational Safety and Health Administration has levied a fine of $304,700 against Medics Ambulance Service for violations of the blood-borne pathogens standard at three of its Florida locations — Fort Lauderdale, Loxahatchee and West Palm Beach.

OSHA cited the company with six willful violations for failing to give workers pre-exposure hepatitis B vaccinations and neglecting to provide them with medical evaluation and follow-up after an exposure incident.

The company also was cited for 11 serious violations for deficiencies in its blood-borne pathogens training program and failure to establish and maintain required records, including hepatitis B vaccination dates, results of medical testing and post-exposure follow-ups.



Source: Bureau of Labor Statistics

Motion injuries on the increase

By Candice Johnson

A staggering increase in repetitive strain illnesses and injuries, which are both painful and costly to workers, has fueled the drive for an Occupational Safety and Health Administration standard to improve the design of hazardous jobs.

A growing number of computer operators, grocery store clerks and food processing workers, among others, are suffering crippling injuries as they perform their jobs, and face lost work time and surgeries to repair the disorders caused by poor job design.

Peg Seminario, AFL-CIO safety director, noted that unions have been pressing for action by employers and the government to address this serious problem — probably the single biggest safety problem in the workplace today. "We're pleased that the Clinton administration has made this a top priority for regulatory action and that there soon will be a proposed standard," she said.

A Bureau of Labor Statistics report on workplace injuries and illnesses for 1992 noted that repetitive strain trauma remains the leading cause of workplace illness and lost work time.

These cumulative trauma disorders made up 62 percent of the total private industry illness cases, with some 281,000 workers afflicted in 1992. That number jumped from 22,600 cases a decade ago, indicating an epidemic level of cumulative trauma disorders.

Of those cases, some 89,900 resulted in time off the job because of the severity of the disorder.

Cumulative trauma disorders include such repetitive motion strains as carpal tunnel syndrome and tendinitis, as well as back strain and other musculo-skeletal ailments.

Citing the high cost to workers, employers and communities, the Occupational Safety and Health Administration is developing a proposed ergonomics standard that would require employers to adapt working conditions to prevent the debilitating illness. Labor Secretary Robert B. Reich has pledged support for the standard.

Unions have been pressing for a standard for many years and, in 1990, then-Labor Secretary Elizabeth H. Dole pledged to begin the rule-making process. Those efforts stalled, however, and the AFL-CIO and many affiliates petitioned for an emergency rule in 1991. That petition was rejected, but another commitment was made to pursue an ergonomics rule under the Bush administration.

Workers afflicted with carpal tunnel syndrome lost more work days than those hurt on the job in other ways, BLS found. The median number of days away from the job for workers suffering from carpal tunnel syndrome was 32, compared with 19 days for fractures and 6 days overall.

More than half the cases of carpal tunnel syndrome — 52 percent — required more than 30 days off the job.

BLS pointed out that carpal tunnel syndrome, which is caused by the compression of a major nerve that passes through the wrist, often requires surgery and a long period of recuperation.

The National Institute for Occupational Safety and Health has estimated the cost of these musculo-skeletal diseases to be $100 billion.

Women suffered nearly two-thirds of the 89,900 cases in 1992 that resulted in time off the job, BLS said. An overwhelming majority, 80 percent of workers afflicted, were 25 years of age or older; nearly three-fourths had been on the job at least a year.

Repetitive motion injuries and illnesses affect workers in a range of industries — from assembly line and food processing operations to secretarial, data-processing and other work at video display terminals.

These disorders result when workers must repeatedly perform a task that imposes stress or strain on a particular part of the body. BLS reported that the most common repetitive task cited was placing, grasping or moving objects, such as when scanning groceries at the checkout counter. This work caused 31 percent of cases, while the repetitive use of tools was responsible for 18 percent of cases.

Repeated typing or key entry resulted in 12 percent of repetitive motion cases in 1992. That number is expected to rise as computer use inevitably increases.

The body part most affected by repetitive motion illness was the wrist, 51 percent of cases, with hands and shoulder ailments each accounting for 6 percent.

While some companies, including the major U.S. auto makers and large food processing firms, have introduced ergonomics programs that have reduced cumulative trauma disorders, the overall incidence of cumulative trauma-related disorders is growing at an epidemic rate.

Political shakeup poses major legislative problems

Continued from Page 1

of COPE-endorsed Florida Gov. Lawton Chiles.

From the top to the bottom of the Appalachian mountains, however, good news wasn't so easy to come by.

Friends like Sen. James Sasser (D-Tenn.) and Harris Wofford (D-Pa.) went down in defeat, leaving the Republicans with a 53-47 advantage in the Senate next year.

That means that Sen. Robert Dole (R-Kan.), with a 16 percent lifetime COPE voting record, will be the majority leader, responsible for scheduling legislation.

On the House side, worker nemesis Newt Gingrich (R-Ga.), voting "right" only 10 percent of the time, likely will become speaker of the House. He will preside with a GOP advantage of about 25 seats, perhaps 230-204, according to projections.

Republicans grabbed at least eight gubernatorial seats, including New York and Texas, where Democrats Mario Cuomo and Ann Richards fell victim to the anti-incumbent mood.

Republican gains in statehouses and legislatures in Oklahoma, Montana, New Mexico and Ohio raised the specter of new "right-to-work" drives and other anti-worker initiatives.

The sour national mood stunted labor's political effort, which was as vigorous as ever precisely because of concerns that the off-year tradition and unlimited campaign spending by anti-worker candidates would skew the results.

Endorsed candidates won 176 House seats (with 7 undecided), or nearly 54 percent. In the closest races, where labor put most of its resources, 33 of 111 endorsed candidates won, nearly 30 percent.

Only 39.4 percent of the endorsed Senate candidates won, as did a paltry 23.5 percent of the endorsed gubernatorial candidates, pending the outcome of two close races.

That compares with the usual COPE success rate ranging anywhere from 65 percent to 80 percent.

More than 200 political activists from various unions had fanned out across the country to help in the coordinated campaign.

National COPE mailed some 6.5 million pieces of literature and the state AFL-CIOs added another 5 million pieces. Unionists were called from phone banks in every state and "door knockers" on union member homes to get out the vote were boosted by computer grouping of union addresses into sequence street by street.

In the end, unions were left with a disappointing result and a clear signal that there would be more tough work ahead.

Indonesia quashes unionists on eve of trade meet

Clinton urged to address abuse of worker rights

By Michael Byrne

The Indonesian government sought to shackle its trade union dissidents just as world attention began to focus on Jakarta and the Asia-Pacific Economic Cooperation (APEC) meeting that begins Nov. 15.

Muchtar Pakpahan, general chairman of the largest independent trade union, the Indonesian Prosperity Trade Union (SBSI), was sentenced Nov. 7 to three years in prison for allegedly inciting workers to riot, even though he was on another island at the time of the April demonstration in Medan on Sumatra.

AFL-CIO President Lane Kirkland protested Pakpahan's sentencing in a letter to Indonesian President Suharto, insisting ''that your government reverse its policy of attempting to silence the independent voice of Indonesian workers as represented by SBSI.''

The Medan demonstrations were peaceful until outside agitators believed to be government agents provoked violence. The military prevented marchers from reaching the governor's mansion to hand over a list of grievances and herded them into Medan's industrial center, where provocateurs passed out slick leaflets urging strikers to ''annihilate the Chinese.''

Pakpahan was the fourth senior SBSI leader to be sentenced in the wake of the demonstrations, but many other SBSI leaders and scores of other workers were jailed, some tortured, and still are awaiting trial. The demonstrations resulted in one fatality, a Chinese businessman who suffered a heart attack.

In a letter to President Clinton, Kirkland praised the U.S. State Department's ''forceful statement'' deploring Pakpahan's conviction and sentencing. ''We believe that he should not be held accountable for unintended violence in connection with protests over legitimate labor demands,'' the U.S. Embassy in Jakarta had said.

The AFL-CIO has urged Clinton to address the abuse of workers during the APEC conference, not only with Suharto but also with Chinese President Jiang Zemin. Both countries have been granted special trade status by the United States despite blatant, often brutal, violation of worker rights.

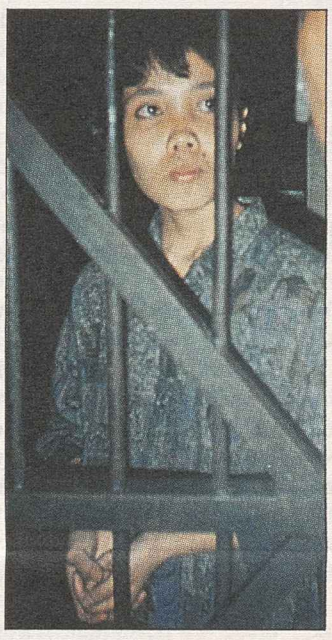
The repression of trade union rights in Indonesia includes suspected government involvement in the abduction, torture and murder of unionists, according to an October report by the International Confederation of Free Trade Unions, which listed this bloody bill of particulars:

- Marsinah, a young female labor activist at a watch factory in East Java, was brutally raped, tortured and murdered in May 1993 after she was visited and threatened by a military official for her union activity.
- In March of this year, 22-year-old Rusli apparently was murdered after fleeing a military assault on his picket line in Medan. His death became one of the catalysts for the Medan demonstrations.
- Two months later, the tortured body of Titi Sugiarti was found floating in a cesspool near the textile factory where she had demonstrated two days before.

These tortures and murders are the visible, hard edge of a widespread, insidious campaign by Suharto against workers and their independent unions. Indonesia's laws ''prevent workers from engaging voluntarily in collective bargaining,'' an International Labor Organization mission found in November 1993. The ILO in June urged the Indonesian government to ''guarantee workers effective protection against acts of anti-union discrimination and acts of interference by employers.''



Indonesian police beat workers who protested the June closing of three popular newspapers.





Union Treasurer Hayati, above, and General Chairman Muchtar Pakpahan, right, are shown in jail following their arrests. Pakpahan was sentenced Nov. 7 to three years in jail.

Citing the arrest of Pakpahan and the murders of the trade unionists, the AFL-CIO in September urged U.S. Trade Representative Mickey Kantor to remove Indonesia's eligibility for duty-free access to the U.S. market under the Generalized System of Preferences.

''It is time for the U.S. government to stop pretending that Indonesia's rulers are adhering to internationally recognized worker rights standards,'' Kirkland said.

The Clinton administration announced in February it was ''suspending'' a GSP review of Indonesia for six months so that it could pursue reform through less public channels. Now, nine months later, the conditions for human rights and worker rights have deteriorated even further. The government earlier this year also shut down three of the country's most popular newspapers.

With Clinton and other heads of state coming to town, and billions of dollars in trade on the line, the government clearly was nervous. SBSI officers reportedly were summoned by Suharto's intelligence agents and warned not to demonstrate during the APEC summit.

''Economic development is the source of legitimacy for many of these (East Asian) governments,'' Sidney Jones, executive director of Human Rights Watch told the Chicago Tribune. ''The labor movement forces the issue of who benefits from that development,'' he said.

Worker involvement sought in upcoming Americas summit

By David Kameras

American labor is seeking worker involvement in an upcoming conference between heads of state from countries throughout the Western Hemisphere.

While 18 proposals are on the agenda for the Summit of the Americas in Miami in December, not one is concerned with the interests and rights of workers in any hemispheric integration.

In a letter to President Clinton, AFL-CIO President Lane Kirkland said that ''to make progress in promoting democracy, shared prosperity and sustainable development, the interests and concerns of workers and their unions must have a significant place on the summit agenda, and be addressed by the summit participants.

''This is particularly important in increasing economic integration and potential trade negotiations,'' he said.

Last month, the executive council of the Inter-American Regional Organization of Workers/International Confederation of Free Trade Unions (ORIT/ICFTU), representing the AFL-CIO and 24 other trade union centers in 21 countries, adopted a Declaration of Concern about the lack of worker involvement in the pending summit.

Democracy itself may be threatened if workers are denied the rights to form unions, to negotiate the terms and conditions of their employment and to withhold their labor when necessary, the document contends.

If hemispheric integration is to proceed, ORIT declared, worker rights must be included in any trade agreements. Furthermore, unscrupulous industrialists must not be allowed to pollute in the name of competitiveness or threaten to relocate if environmental standards are enforced.

The AFL-CIO and CUT, the Chilean labor federation, issued a joint statement in March supporting bilateral trade negotiations between the two countries, so long as worker rights and standards are considered.

The two labor federations, along with the labor movements of other nations of America's southern cone, have rejected any accession to the North American Free Trade Agreement now in effect among the United States, Canada and Mexico.

The ORIT declaration expressed concern that important labor-related development issues might be overlooked, including:

- The need to create jobs that are not based on low wages, but rather on such comparative advantages as proximity to markets, availability of natural resources and favorable business climates.
- The need to better educate and train the work force, today and in the future.
- The need to encourage labor participation in the search for ''flexibility,'' a term often used as an excuse to destroy hard-won labor benefits through ''reforms.''
- The need to provide safety nets for workers hurt by economic restructuring or privatization.

Meanwhile, AFL-CIO Secretary-Treasurer Thomas R. Donahue has urged U.S. Trade Representative Mickey Kantor to include the denial of rights in the government's proposed changes to the National Trade Estimates Report on Foreign Trade Barriers. Such unfair labor practices are already defined as unreasonable under Section 301 of the Trade Act.

ELECTION '94

Anti-union senators take reins

By Candice Johnson

The shift of the U.S. Senate to Republican control will bring major leadership changes to the key committees that take up issues important to working people.

The GOP now holds a 53-47 edge over the Democrats, winning eight seats overall. That margin was further boosted by the party shift of Alabama's Richard C. Shelby, who was elected as a Democrat in 1986 and 1992. The last time the Republicans held a majority of Senate seats was during the 1985-86 session.

State AFL-CIOs endorsed candidates in 33 of the 35 Senate races and the labor-backed candidates won 15, or 42 percent.

Union get-out-the-vote efforts were credited for the winning margin of Democratic candidates in several key races. Incumbent Sen. Dianne Feinstein beat back a challenge from millionaire Rep. Michael Huffington by a 47-45 percent margin in California. Sen. Edward Kennedy defeated businessman challenger Mitt Romney by a comfortable 58-41 percent margin in Massachusetts and Sen. Paul Sarbanes won against former Sen. Bill Brock by a 59-41 percent vote in Maryland.

The impact of labor's efforts was most evident in Virginia, where volunteers working phone banks mobilized voters from the Washington suburbs in the north to the African-American communities in Richmond to the state's coal region. That volunteer effort provided the winning margin for Democratic incumbent Charles Robb over the heavily financed, professionally run right-wing drive by Republican Oliver North.

Other Democrats returning to the Senate, all with labor's endorsement, include Joseph Lieberman, Connecticut; Daniel Akaka, Hawaii; Bob Kerrey, Nebraska; Richard Bryan, Nevada; Frank Lautenberg, New Jersey; Jeff Bingaman, New Mexico; Daniel P. Moynihan, New York; Kent Conrad, North Dakota; Robert Byrd, West Virginia; and Herb Kohl, Wisconsin.

Republicans won all the open seats, taking over from retiring Democrats in Ohio, Michigan, Tennessee, Maine, Arizona and Oklahoma, and retaining seats of retiring Republicans in Minnesota, Missouri and Wyoming.

In several races, Democrats were unable to break through the negative ads and the one-sided campaigns staged by their GOP opponents.

In Pennsylvania, union members and retirees staffed phone banks for weeks before the election. Working out of Steelworkers headquarters in Pittsburgh, unionists made 100,000 phone calls during the campaign, 5,000 alone on Election Day. Get-out-the-vote rallies in Greensburg, Harrisburg and Philadelphia also marked the final days in the race between incumbent Sen. Harris Wofford and challenger Rep. Rick Santorum.

But Santorum, with a 50 percent COPE record, eked out a victory, 49 percent to 47 percent, over Wofford.

Minnesota union members rallied around the campaign of Democratic challenger Ann Wynia, who made a strong bid against Rep. Rod Grams. Grams, elected 49 percent to 44 percent, voted wrong on every labor issue in the last session of Congress.

In Tennessee, Sen. James Sasser, chairman of the Budget Committee and strongly endorsed by the state AFL-CIO, could not overcome the challenge by physician Bill Frist, who won by a 56-42 percent margin. Republican lawyer/actor Fred Thompson won the Senate seat vacated by Democrat Harlan Matthews over Rep. Jim Cooper, who did not receive labor's backing.

The changes will deeply affect labor's fortunes on Capitol Hill for the next two years. The Senate Labor and Human Resources Committee, which was previously headed by Kennedy, a strong labor ally for 30 years, now will be chaired by Nancy Kassebaum (R-Kan.), who has a lifetime COPE voting record of only 20 percent.

Utah's Orrin Hatch, who voted right on just two

Continued on Page 7

GOP smashes 40-year hold on House

By James B. Parks

The defeat of House Speaker Thomas P. Foley (D-Wash.) set the tone for elections in the House, where Republicans gained a majority for the first time in 40 years.

Foley, who had voted "right" 80 percent of the time on workers' issues, was the first sitting speaker to be defeated since the Civil War.

Other top Democratic leaders were re-elected and will return to minority leadership posts. The top two, Reps. Richard Gephardt (Mo.) and David Bonior (Mich.), have been staunch friends of labor even when it wasn't easy, as in the fight against the North American Free Trade Agreement. Rep. Steny Hoyer (Md.) survived a tough challenge, and Kweise Mfume (Md.), chairman of the Congressional Black Caucus, was easily re-elected.

Republicans won or are leading in elections for 230 seats, while Democrats appeared to win 204. Independent Bernard Sanders of Vermont, who usually votes with the Democrats, also was re-elected.

With the Republican sweep of the House, the 104th Congress will be led by people like Newt Gingrich (R-Ga.), who has a 10 percent lifetime COPE voting record, while the probable chairman of the Education and Labor Committee, Rep. William Goodling (Pa.), has a 27 percent rating.

Labor will be in touch immediately, AFL-CIO President Lane Kirkland indicated in his Election Day statement. Regardless of party, he said, "members of the 104th Congress will have to face workers' concerns with declining wages and growing economic insecurity. And the AFL-CIO will be doing its utmost to see that they do so promptly and effectively."

Other probable key chairmen with power over issues of interest to workers include Carlos Moorhead (Calif.) at Energy and Commerce (8 percent COPE record), COPE-endorsed Joseph McDade (Pa.) at Appropriations (68 percent), Bill Archer (Texas) at Ways and Means (4 percent), Jim Leach (Iowa) at Banking (35 percent), Jack Fields (Texas) at Merchant Marine and Fisheries (8 percent) and John Myers (Ind.) at Post Office and Civil Service (17 percent).

Thirty-two Democratic incumbents were defeated in their re-election bids, including such key labor supporters as Rep. Jolene Unsoeld (Wash.) and House Ways and Means Chairman Dan Rostenkowski (Ill.).

State AFL-CIOs endorsed 59 House candidates who voted "wrong" on labor's scorecard by supporting NAFTA. In Indiana, for example, COPE-endorsed Rep. Lee Hamilton (D), outgoing chairman of the Foreign Relations Committee and a strong advocate of NAFTA, barely won re-election in what had been considered a safe district.

The labor endorsement was very important for candidates in key House races rated close by the state AFL-CIOs. In Minnesota, two Democratic incumbents, David Minge and Collin Peterson, both with 75 percent COPE voting records, were re-elected in close races. Bill Luther bucked the national trend and won an open seat in Minnesota that had been held by Republican Senator-elect Rod Grams.

In Michigan, Rep. Sander Levin, who has a 95 percent COPE voting record, was easily re-elected. COPE-endorsed Lynn Rivers won the seat vacated by retiring Education and Labor Committee Chairman William D. Ford. Union efforts also lifted Reps. Bart Stupak and Dale Kildee (100 percent and 95 percent COPE records), allowing them to overcome the anti-incumbent GOP blitz.

Despite intensive labor efforts, freshmen Ohio Reps. Eric Fingerhut (83 percent COPE record) and Thomas Strickland (100 percent) were defeated. But union votes saved the seats of fellow Democrats Tom Sawyer (91 percent COPE record), Sherrod Brown (100 percent), Marcy Kaptur (92 percent) and James Traficant (97 percent). Sawyer was the only one of those who had supported NAFTA.

Labor votes were not enough to save Democrat Marjorie Margolies-Mezvinsky in her high-income Pennsylvania district. But in Kentucky, Democrat Mike Ward won a squeaker to replace retiring Rep. Romano Mazzoli.

In New York, where 2.5 million union members

Continued on Page 7

Results: COPE-endo

✔ - Won ✘ - Lost

Senate

Arizona
✘ Sam Coppersmith (D)
California
✔ Dianne Feinstein* (D)
Connecticut
✔ Joe Lieberman* (D)
Delaware
✘ Charles Oberly (D)
Florida
✘ Hugh Rodham (D)
Indiana
✘ Jim Jontz (D)
Maine
✘ Thomas Andrews (D)
Maryland
✔ Paul Sarbanes* (D)
Massachusetts
✔ Edward Kennedy* (D)
Michigan
✘ Bob Carr (D)
Minnesota
✘ Ann Wynia (D)
Mississippi
✘ Ken Harper (D)
Missouri
✘ Alan Wheat (D)
Montana
✘ Jack Mudd (D)
Nebraska
✔ Bob Ker
Nevada
✔ Richard
New Jersey
✔ Frank La*
New Mexic
✔ Jeff Bing
New York
✔ Daniel P
North Dak
✔ Kent Co
Ohio
✘ Joel Hya

House

Alabama
✘ 2 - Brian Dowling (D)
✔ 3 - Glen Browder* (D)
✔ 4 - Tom Bevill* (D)
✔ 5 - Bud Cramer* (D)
✘ 6 - Larry Fortenberry (D)
✔ 7 - Earl Hilliard* (D)
Arizona
✘ 1 - Chuck Blanchard (D)
✔ 2 - Ed Pastor* (D)
✘ 4 - Carol Campbell Cure (D)
✘ 5 - Gary Auerbach (D)
✘ 6 - Karan English* (D)
Arkansas
✔ 2 - Ray Thornton* (D)
✘ 3 - Berta Seitz (D)
✘ 4 - Jay Bradford (D)
California
✘ 1 - Dan Hamburg* (D)
✘ 2 - Mary Jacobs (D)
✔ 3 - Vic Fazio* (D)
✘ 4 - Katie Hirning (D)
✔ 5 - Robert Matsui* (D)
✔ 6 - Lynn Woolsey* (D)
✔ 7 - George Miller* (D)
✔ 9 - Ronald Dellums* (D)
✘ 10 - Ellen Schwartz (D)
✘ 11 - Randy Perry (D)
✔ 12 - Tom Lantos* (D)
✔ 13 - Fortney Stark* (D)
✔ 15 - Norman Mineta* (D)
✔ 16 - Zoe Lofgren (D)
✔ 18 - Gary Condit* (D)
✘ 19 - Richard Lehman* (D)
✘ 21 - John Evans (D)
? 22 - Walter Capps (D)
✘ 23 - Kevin Ready (D)
✔ 24 - Anthony Beilenson* (D)
✘ 25 - James Gilmartin (D)
✔ 26 - Howard Berman* (D)
✘ 27 - Doug Kahn (D)
✘ 28 - Tommy Randle (D)
✔ 29 - Henry Waxman* (D)
✔ 30 - Xavier Becerra* (D)
✔ 31 - Matthew Martinez* (D)
✔ 32 - Julian Dixon* (D)
✔ 33 - Lucille Roybal-Allard* (D)
✔ 35 - Maxine Walters* (D)
? 36 - Jane Harman* (D)
✔ 37 - Walter Tucker* (D)
✘ 38 - Peter Mathews (D)
✘ 39 - R.O. "Bob" Davis (D)
✘ 40 - Don Rusk (D)
✘ 41 - Ed Tessier (D)
✔ 42 - George Brown* (D)
✘ 43 - Mark Takano (D)
✘ 44 - Steve Clute (D)
✘ 45 - Brett Williamson (D)
✘ 46 - Mike Farber (D)
✘ 47 - Gary Kingsbury (D)
✘ 48 - Andrei Leschick (D)
✘ 49 - Lynn Schenk* (D)
✔ 50 - Bob Filner* (D)
✘ 51 - Rita Tamerius (D)
✘ 52 - Janet Gastil (D)
Colorado
✔ 1 - Pat Schroeder* (D)
✔ 2 - David Skaggs* (D)
✘ 3 - Linda Powers (D)
✘ 4 - Cathy Kipp (D)
Connecticut
✔ 1 - Barbara Kennelly* (D)
? 2 - Sam Gejdenson* (D)
✔ 3 - Rosa DeLauro* (D)
✔ 4 - Chris Shays* (R)
✘ 5 - James Maloney (D)
✘ 6 - Charlotte Koskoff (D)
District of Columbia
✔ AL - Eleanor Holmes Norton (D)
Florida
✘ 1 - Vincent Whibbs Jr. (D)
✔ 2 - Pete Peterson* (D)
✔ 3 - Corrine Brown* (D)
✔ 5 - Karen Thurman* (D)
✘ 7 - Edward Goddard (D)
✔ 11 - Sam Gibbons* (D)
✘ 12 - Robert Connors (D)
✘ 15 - Sue Munsey (D)
✘ 16 - John Comerford (D)
✔ 17 - Carrie Meek* (D)
✔ 19 - Harry Johnston* (D)
✔ 20 - Peter Deutsch* (D)
✔ 21 - Lincoln Diaz-Balart* (R)
✘ 22 - Hermine Wiener (D)
✔ 23 - Alcee Hastings* (D)
Georgia
✔ 2 - Sanford Bishop* (D)
✘ 3 - Fred Overby (D)
✘ 4 - Comer Yates (D)
✔ 5 - John Lewis* (D)
✘ 6 - Ben Jones (D)
✘ 7 - George Darden* (D)
✘ 8 - Craig Mathis (D)
✘ 10 - Don Johnson* (D)
✔ 11 - Cynthia McKinney* (D)
Hawaii
✔ 1 - Neil Abercrombie* (D)
✔ 2 - Patsy Mink* (D)
Idaho
✘ 1 - Larry LaRocco* (D)
✘ 2 - Penny Fletcher (D)
Illinois
✔ 1 - Bobby Rush* (D)
✔ 2 - Mel Reynolds* (D)
✔ 3 - William Lipinski* (D)
✔ 4 - Luis Gutierrez* (D)
✘ 5 - Dan Rostenkowski* (D)
✘ 6 - Tom Berry (D)
✔ 7 - Cardiss Collins* (D)
✘ 8 - Robert Walberg (D)
✔ 9 - Sidney Yates* (D)
✘ 11 - Frank Giglio (D)
✔ 12 - Jerry Costello* (D)
✘ 13 - William Riley (D)
✘ 14 - Steve Denari (D)
✘ 15 - Paul Alexander (D)
✘ 16 - Pete Sullivan (D)
✔ 17 - Lane Evans* (D)
✘ 18 - Douglas Stephens (D)
✔ 19 - Glenn Poshard* (D)
✔ 20 - Richard Durbin* (D)
Indiana
✔ 1 - Peter Visclosky* (D)
✘ 2 - Joe Hogsett (D)
✔ 3 - Tim Roemer* (D)
✘ 4 - Jill Long* (D)
✘ 5 - Ned "J.D." Beatty (D)
✘ 6 - Natalie Bruner (D)
✘ 7 - Mike Harmless (D)
✘ 8 - Frank McCloskey* (D)
✔ 9 - Lee Hamilton* (D)
✔ 10 - Andrew Jacobs* (D)
Iowa
✘ 1 - Glenn Winekauf (D)
✘ 2 - Dave Nagle (D)
✘ 3 - Elaine Baxter (D)
✘ 4 - Neal
✘ 5 - Sheila
Kansas
✘ 2 - John
✘ 3 - Judy
✘ 4 - Dan
Kentucky
✘ 1 - Tom
✘ 5 - Walte
Maine
✘ 1 - Denn
✔ 2 - John
Maryland
✔ 3 - Ben
✔ 4 - Alber
✔ 5 - Steny
✔ 7 - Kwei
Massachus
✔ 1 - John
✔ 2 - Richa
✔ 4 - Barne
✘ 6 - John
✔ 9 - Josep
Michigan
✔ 1 - Bart
✘ 2 - Marc
✘ 3 - Betsy
✘ 4 - Dami
✔ 5 - James
✘ 6 - David
✘ 7 - Kim
✘ 8 - Bob
✔ 9 - Dale
✔ 10 - David
✘ 11 - Mike
✔ 12 - Sande
✔ 13 - Lynn
✔ 14 - John
✔ 15 - Barba
✔ 16 - John
Minnesota
✘ 1 - John
✔ 2 - David
✘ 3 - Bob
✔ 4 - Bruce
✔ 5 - Marti
✔ 6 - Bill
✔ 7 - Collin
✔ 8 - James
Mississippi
✘ 1 - Bill
✔ 2 - Benni
Missouri
✔ 1 - Willia
✔ 3 - Richard
✔ 5 - Karen
✔ 6 - Pat
✘ 7 - James
✔ 9 - Harold
Montana
✔ AL - Pat
Nebraska
✘ 1 - Patric
✘ 2 - Peter
✘ 3 - Gil
Nevada
✘ 1 - Jim
New Hamp
✘ 1 - Bill
✘ 2 - Dick
New Jersey
✔ 1 - Rober

Governor

Alabama
✘ Jim Folsom* (D)
Alaska
? Tony Knowles (D)
Arizona
✘ Eddie Basha (D)
California
✘ Kathleen Brown (D)
Colorado
✔ Roy Romer* (D)
Connecticut
✘ Bill Curry (D)
Florida
✔ Lawton Chiles* (D)
Georgia
✔ Zell Miller* (D)
Hawaii
✔ Ben Cayetano (D)
Idaho
✘ Larry EchoHawk (D)
Illinois
✘ Dawn Clark Netsch (D)
Iowa
✘ Bonnie Campbell (D)
Kansas
✘ Jim Slattery (D)
Maine
✘ Joe Brennan (D)
Maryland
? Parris Gl
Massachus
✘ Mark Ro
Michigan
✘ Howard
Minnesota
✘ John Ma
Nebraska
✔ Ben Nels
Nevada
✔ Robert M
New Mexic
✘ Bruce Ki

sed candidates

*- Outcome pending * Incumbent*

Pennsylvania
✘ Harris Wofford* (D)
Oklahoma
✘ David McCurdy (D)
Rhode Island
✘ Linda Kushner (D)
Tennessee
✘ Jim Sasser* (D)
Texas
✘ Richard Fisher (D)
Utah
✘ Pat Shea (D)
Vermont
✘ Jan Backus (D)

Virginia
✔ Charles Robb* (D)
Washington
✘ Ron Sims (D)
West Virginia
✔ Robert Byrd* (D)
Wisconsin
✔ Herb Kohl (D)
Wyoming
✘ Mike Sullivan (D)

✔ 2 - Frank LoBiondo (R)
✔ 4 - Christoper Smith* (R)
✔ 6 - Frank Pallone* (D)
✘ 8 - Herbert Klein* (D)
✔ 9 - Robert Torricelli* (D)
✔ 10 - Don Payne* (D)
✔ 13 - Robert Menendez* (D)

New Mexico
✘ 2 - Benjamin Chavez (D)
✔ 3 - Bill Richardson* (D)

New York
✘ 1 - George Hochbrueckner* (D)
✔ 5 - Gary Ackerman* (D)
✔ 6 - Floyd Flake* (D)
✔ 7 - Thomas Manton* (D)
✔ 8 - Jerrold Nadler* (D)
✔ 9 - Charles Schumer* (D)
✔ 10 - Edolphus Towns* (D)
✔ 11 - Major Owens* (D)
✔ 12 - Nydia Velazquez* (D)
✘ 13 - Tyrone Butler (D)
✔ 14 - Carolyn Maloney* (D)
✔ 15 - Charles Rangel* (D)
✔ 16 - Jose Serrano* (D)
✔ 17 - Eliot Engel* (D)
✔ 18 - Nita Lowey* (D)
✔ 20 - Ben Gilman* (R)
✔ 21 - Michael McNulty* (D)
✔ 22 - Gerald Solomon* (R)
✔ 23 - Sherwood Boehlert* (R)
✔ 24 - John McHugh* (R)
✘ 25 - Rhea Jezer (D)
✔ 26 - Maurice Hinchey* (D)
✘ 27 - William Long Jr. (D)
✔ 28 - Louise Slaughter (D)
✔ 29 - John LaFalce* (D)
✔ 30 - Jack Quinn* (R)

North Carolina
✔ 1 - Eva Clayton* (D)
✘ 2 - Richard Moore (D)
✘ 4 - Martin Lancaster* (D)
✘ 4 - David Price* (D)
✘ 5 - Sandy Sands (D)
✔ 8 - W.G. "Bill" Hefner* (D)
✘ 9 - Rory Blake (D)
✘ 11 - Maggie Lauterer (D)
✔ 12 - Melvin Watt* (D)

North Dakota
✔ AL - Earl Pomeroy* (D)

Ohio
✘ 2 - Les Mann (D)
✔ 3 - Tony Hall* (D)
✘ 6 - Ted Strickland* (D)
✔ 9 - Marcy Kaptur* (D)
✘ 10 - Frank Gaul (D)
✔ 11 - Louis Stokes* (D)
✘ 12 - Cynthia Ruccia (D)
✔ 13 - Sherrod Brown* (D)
✔ 14 - Tom Sawyer* (D)
✔ 16 - Ralph Regula* (R)
✔ 17 - James Traficant* (D)
✘ 18 - Greg DiDonato (D)
✘ 19 - Eric Fingerhut* (D)

Oklahoma
✘ 1 - Stuart Price (D)

Oregon
? 1 - Elizabeth Furse* (D)
✘ 2 - Sue Kupillas (D)
✔ 3 - Ron Wyden* (D)
✔ 4 - Peter DeFazio* (D)
? 5 - Catherine Webber (D)

Pennsylvania
✔ 1 - Thomas Foglietta* (D)

✔ 2 - Chaka Fattah (D)
✔ 3 - Robert Borski* (D)
✔ 4 - Ron Klink* (D)
✔ 6 - Tim Holden* (D)
✔ 7 - Curt Weldon* (R)
✘ 8 - John Murray (D)
✔ 10 - Joseph McDade* (R)
✔ 11 - Paul Kanjorski* (D)
✔ 12 - John Murtha* (D)
✘ 13 - Marjorie Mezvinsky* (D)
✔ 14 - William Coyne* (D)
✔ 15 - Paul McHale* (D)
✘ 16 - Bill Chertok (D)
✔ 18 - Mike Doyle (D)
✔ 20 - Frank Mascara (D)
✘ 21 - Bill Leavens (D)

Rhode Island
✔ 1 - Patrick Kennedy (D)
✔ 2 - Jack Reed* (D)

South Carolina
✘ 1 - Robert Barber (D)
✘ 2 - James Bryan (D)
✔ 5 - John Spratt (D)
✔ 6 - James Clyburn* (D)

Tennessee
✘ 3 - Randy Button (D)
✘ 4 - Jeff Whorley (D)
✔ 5 - Bob Clement* (D)
✔ 6 - Bart Gordon* (D)
✘ 7 - Harold Byrd (D)
✔ 8 - John Tanner* (D)
✔ 9 - Harold Ford* (D)

Texas
✔ 1 - Jim Chapman* (D)
✔ 2 - Charles Wilson* (D)
✔ 5 - John Bryant* (D)
✘ 9 - Jack Brooks* (D)
✔ 10 - Lloyd Doggett (D)
✔ 11 - Chet Edwards* (D)
✘ 13 - Bill Sarpalius* (D)
✔ 16 - Ronald Coleman* (D)
✔ 20 - Henry Gonzalez* (D)
✘ 23 - Rolando Rios (D)
✔ 24 - Martin Frost* (D)
✔ 25 - Ken Bensten (D)
✔ 29 - Gene Green* (D)
✔ 30 - Eddie Bernice Johnson* (D)

Utah
✘ 1 - Bobbie Coray (D)
✘ 2 - Karen Shepherd* (D)
✔ 3 - Bill Orton* (D)

Vermont
✔ 1 - Bernard Sanders* (I)

Virginia
✘ 1 - Mary Sinclair (D)
✔ 3 - Robert Scott* (D)
✔ 4 - Norman Sisisky* (D)
✔ 8 - James Moran* (D)
✔ 9 - Frederick Boucher* (D)
✘ 11 - Leslie Byrne* (D)

Washington
✘ 1 - Maria Cantwell* (D)
✘ 2 - Harriet Spanel (D)
✘ 3 - Jolene Unsoeld* (D)
✘ 4 - Jay Inslee* (D)
✘ 5 - Thomas Foley* (D)
✔ 6 - Norman Dicks* (D)
✔ 7 - Jim McDermott* (D)
? 9 - Michael Kreidler* (D)

West Virginia
✔ 1 - Alan Mollohan* (D)
✔ 2 - Robert Wise* (D)
✔ 3 - Nick Rahall* (D)

New York
✘ Mario Cuomo* (D)
Ohio
✘ Robert Burch (D)
Oklahoma
✘ Jack Mildren (D)
Oregon
✔ John Kitzhaber (D)
Pennsylvania
✘ Mark Singel (D)
Rhode Island
✘ Myrth York
South Carolina
✘ Nick Theodore (D)

South Dakota
✘ Jim Beddow (D)
Tennessee
✘ Phil Bredesen (D)
Texas
✘ Ann Richards* (D)
Vermont
✔ Howard Dean
Wisconsin
✘ Chuck Chvala (D)
Wyoming
✘ Kathy Karpan (D)

Labor braced for state fights

By Sharolyn A. Rosier

With the help of workers and their unions, eight COPE-endorsed gubernatorial candidates survived the wrath of disgusted voters who shook up the national political scene.

In the other states, however, labor is braced for major challenges — including right-to-work initiatives and assaults on prevailing wage laws.

Republicans now control a majority of governorships for the first time since 1970.

Democrats controlled 29 of the nation's 50 governorships going into the election, but lost control of nine states in early returns as Republican candidates pulled switches in New York, Pennsylvania, Kansas, Alabama, Texas, Oklahoma, Tennessee, New Mexico and Wyoming.

Receiving more than 75 percent of the union vote, Florida Governor Lawton Chiles, unbeaten in more than 30 years in public office, won re-election by the closest margin in Florida history. He defeated Jeb Bush, 51 percent to 49 percent.

"The way we won is with all unions and support groups like the A. Philip Randolph Institute working in accord," said AFL-CIO area political director Jean Davis. "Women, seniors and minorities made the difference in the Chiles race."

In addition to Chiles, other successful COPE-endorsed candidates included Zell Miller of Georgia, Jim Guy Tucker of Arkansas, Roy Romer of Colorado, Ben Nelson of Nebraska, Bob Miller of Nevada and John Kitzhaber of Oregon. All are Democrats. Races in Alaska and Maryland remained too close to call pending tallies from absentee ballots.

COPE-endorsed Governor Mario M. Cuomo of New York fought to the bitter end before losing to state Sen. George E. Pataki, a political protege of Sen. Alfonse M. D'Amato (R-N.Y.), the new Senate Banking Committee chairman. Some 10,000 union members fanned out across New York City helping Cuomo secure 70 percent of the votes in New York City.

But exit polls by Voter News Service, paid for and shared by major news media, indicated that nearly two-thirds of New York voters supported the death penalty and 64 percent of them voted against Cuomo, who opposed the death penalty throughout his 12 years as governor.

Texas Gov. Ann Richards lost her bid for a second term as Texas governor partly because George W. Bush also tapped into voters' concerns about crime.

Republican legislatures

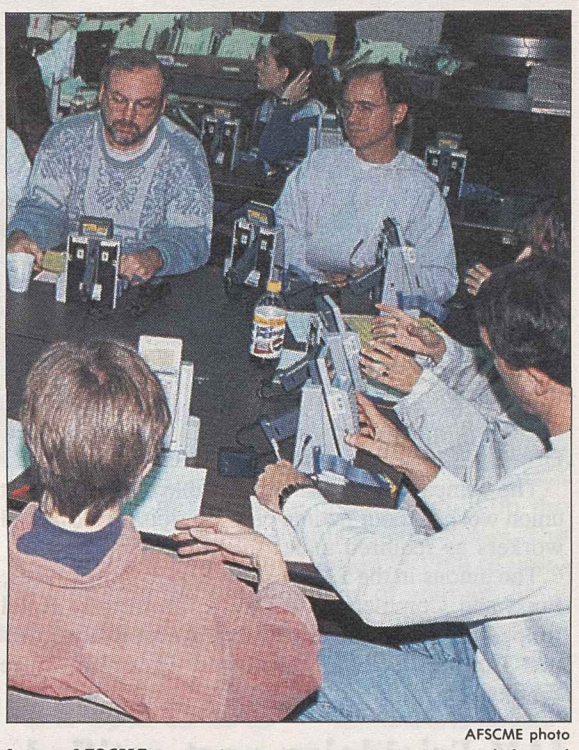
Except for Florida, Republicans now hold the governorships in the nation's eight largest states, which are so big they account for 228 of the 270 electoral votes needed to elect a president.

The GOP compiled state legislative majorities in some states of the Deep South for the first time since Reconstruction. Republicans eked out a 21-19 victory in the Florida state senate and captured the North Carolina House for the first time this century.

Heading into the election, the Democrats controlled both chambers in 24 states and the Republicans in eight, with 17 others split, and Nebraska has a single, non-partisan chamber.

Republicans won the state houses in Illinois, Indiana, North Carolina, Michigan, Ohio and Wisconsin and were leading in Nevada and Minnesota. They also had won majorities in state senates in Connecticutt, Florida, North Dakota, Oregon and South Dakota. All had been under Democratic control.

Republicans have gained control of both chambers in 17 states, compared with 19 for the Democrats. Thirteen legislatures are split. That would be the closest the two parties have been since they were dead even at 20-20 in 1968. Republicans last had majorities in both chambers in as many as 15 states in 1980. But then only five were split and Democrats controlled 29.



AFSCME photo

Iowa AFSCME members use computerized hand scanners to track voting data for get-out-the-vote effort. Such high-tech innovations play an increasing role in labor's campaign efforts.

Voters have used ballot questions to go around state legislatures since Oregon started it 90 years ago — but nobody has been as initiative-happy as California.

This time, California passed Proposition 187, which the AFL-CIO termed "racially divisive." It bars non-citizen residents from schools, social services and non-emergency medical care, and requires police, health and school officials to report suspected illegal aliens.

"We're very disappointed that it passed but it will be tied up in the courts for a long time to come," said Patty Garcia, the AFL-CIO's West Coast political director. "It would have a devastating impact on teachers, social workers and nurses — requiring them to be immigration officers rather than providing professional services to needy people."

A defeated initiative, Proposition 186, would have instituted a single-payer health insurance system in the state.

Term limits were imposed in Alaska, Colorado, Idaho, Maine, Massachusetts, Nebraska, Nevada and Washington, D.C.

That brings to 21 the number of states with term limits for state officials — and some of those states also tried to impose limits on their federal delegation as well. On Nov. 29, the U.S. Supreme Court will hear arguments on that constitutional issue in an Arkansas case brought by the League of Women Voters. The question is whether states can dictate the terms of federal offices.

In Utah, voters rejected a proposal to limit U.S. House seats to eight years. The legislature had already imposed a cutoff of 12 years for each chamber of the state legislature.

Oregon defeated initiatives that would have repealed prevailing wage laws and required state public employees to pay 6 percent of their current compensation toward pension benefits.

GOP control in several states brought a right-to-work threat with it. Legislation has been introduced in Michigan and Illinois, and unions will be on watch for right-to-work measures in New Mexico, Ohio, Oklahoma and Montana.

SENATE

Continued from Page 6

labor issues during the 103rd Congress and who has a 13 percent COPE voting record, will head the Judiciary Committee.

Richard Lugar of Indiana, with an 11 percent COPE record, will head the Agriculture Committee, while New Mexico's Pete Domenici, with a 23 percent COPE record, will become chairman of the Budget Committee.

Only four Republican senators slated to head committees have a COPE voting record above 40 percent.

HOUSE

Continued from Page 6

swell the voter rolls, three labor-backed incumbent Democrats — Gary Ackerman, Carolyn Maloney and Maurice Hinchey — were re-elected in close races.

In Missouri, incumbents Pat Danner and Harold Volkmer were returned with a large portion of union votes. And in Florida, where drag-racing king Don "Big Daddy" Garlits had big-name recognition and support from the religious right, a labor get-out-the-vote effort assisted by the A. Philip Randolph Institute helped Democrat Karen Thurman win re-election.

UNION NEWS

BARGAINING

Disney contract rejected

Walt Disney World employees overwhelmingly rejected a contract that reduced health benefits and provided a 2 percent pay raise, sending the parties back to the bargaining table with a federal mediator.

The Nov. 1 vote was ''virtually unanimous,'' said Frank DiPerro, spokesman for the Service Trades Council, which represents the six unions at Disney World in Buena Vista, Fla.

Two-thirds of the 18,500 workers represented by the STC are in the bottom labor grade, which has a top wage rate of $8.75 per hour. The company's proposed wage increase of 2 percent would not even cover a proposed increase in health care premiums, DiPerro said.

The company also wants to be able to contract out union work without finding new job slots for displaced workers as required under the current contract.

The unions in the STC include Service Employees, Food and Commercial Workers, Teamsters, Hotel Employees and Restaurant Employees, Transportation Communications Union and Theatrical Stage Employees.

IAM-Frigidaire pact ratified

Workers at the Frigidaire Co. freezer plant in St. Cloud, Minn., will receive annual wage increases of about $1 per hour over three years under a new contract ratified by the Machinists.

The agreement, which covers some 1,650 workers, calls for an immediate 4 percent raise, worth about 39 cents an hour, and subsequent increases of 30 cents each in 1995 and 1996. With the initial raise, the base hourly rate in the plant is $10.74 and the top rate for classified employees is $14.14, said IAM District 165 official Roger Juaire.

Pensions will be switched to coverage under the IAM national plan rather than the company-sponsored plan. The company will contribute 30 cents per hour per worker to the new plan. Benefits under the old plan will be frozen and employees will be granted 11 years of past service under the new plan.

The contract also calls for a new labor-management team to be created sometime after Jan. 1.

JLC backs Alitalia strikers

The Jewish Labor Committee expressed its support of striking Machinists at Alitalia Airlines and urged the company to negotiate in good faith.

''At a time when your airline has been making significant profits, at a time when the parent company in Italy has found it possible, prudent and legally compelling to reach a settlement with its workers, it is unconscionable that the American branch of your airline'' hasn't done the same, JLC Executive Director Michael S. Perry said in a letter to Alitalia Director Aldo Vitturini.

The committee condemned the company's ''farming out'' of work and the use of ''permanent replacements'' for striking workers.

''The Jewish Labor Committee is firmly behind the IAM's efforts to protect its members,'' Perry wrote. He also promised the JLC would back all legal actions by the IAM against the airline if there is a permanent loss of jobs.

The AFL-CIO has placed the airline on its national boycott list.

Strike averted at Columbia

Members of the UAW ratified a 39-month contract with Columbia University.

The settlement, retroactive to the July 1 expiration of the previous pact, provides some 850 clerical employees with across-the-board wage increases of 4 percent the first year and 3 percent each in 1995 and 1996.

In addition, nearly one-third of the workers will receive increases from upgrades, said Maida Rosenstein, vice president of UAW Local 2110.

Among the major issues for the workers, Rosenstein said, was pay equity with two other units, security and maintenance operations, that are predominantly male. Some 76 percent of Local 2110 members are female and 68 percent are minority-group members.

USAir talks primed for takeoff

Baliles named to help in dialogue over costs

By David Kameras

A former Virginia governor will seek to facilitate talks between the Air Line Pilots and USAir on how to reduce the carrier's operating costs.

Gerald Baliles, who last year chaired the National Commission to Ensure a Strong Competitive Airline Industry, was appointed by Transportation Secretary Federico Pena after talks between ALPA and the troubled carrier stopped in the wake of USAir's announced plan to reduce the size of its fleet.

USAir has for several months been discussing ways to reduce costs with ALPA, the Flight Attendants, the Machinists and the Transport Workers. Last August, ALPA offered a proposal that would have cut labor costs over five years by $2.5 billion in exchange for a 25 percent stake in the company and some $700 million in preferred stock.

''Our proposal deals with complex issues and Secretary Pena's appointment of a person of Gov. Baliles' stature is a positive development,'' said Pete Gauthier, chairman of ALPA's USAir master executive council. The union predicted that Baliles ''will be able to work with all parties in finding creative solutions to return USAir to profitability.''

As USAir struggled with a loss of more than $180 million in the third quarter, United Airlines got good news on the success of the union employee ownership plan it used to restore its profitability.

United posted a profit of $82 million in the third quarter. And that figure reflects a one-time after-tax expense of $96 million associated with the buy-out transaction.

''Our terrific profit in the third quarter clearly reflects the investment our employees have made in the future of United Airlines and their renewed dedication to our customers,'' said Gerald Greenwald, chairman and chief executive officer of United's parent company.

Greenwald also pointed to strong gains in operating revenues, traffic, load factor and on-time performance during the employee ownership period.

Meanwhile, ALPA has asked the Federal Aviation Administration to delay its January implementation of regulations governing alcohol testing. The union charged that the rules violate several federal statutes, as well as the due-process clause of the Fifth Amendment.

With the possibility of careers being terminated with a testing program, ''we absolutely must have a zero-tolerance attitude toward testing inaccuracies as well,'' said union President J. Randolph Babbitt. ''That means adequate due process and adequate testing standards.''

ALPA proposed that employees be allowed to submit voluntarily procured blood test results, that split samples be taken, that standards be tightened to enhance accuracy and that a medical review officer screen results before positive results are reported as confirmed.

In other airline industry developments:

- Federal and Minnesota appeals courts are considering sex discrimination cases as challenges to minimum height standards for flight attendants imposed by Northwest Airlines.
- Trans World Airlines has proposed a restructuring plan to creditors that could result in employee ownership of the carrier dropping from 45 percent to as little as 30 percent.
- The parent company of American Airlines posted third-quarter profits of $205 million, a 74 percent increase over the same period a year ago, while the carrier continues to seek $750 million in annual concessions from its unionized workers.
- The National Mediation Board is looking at ways to accelerate the process of handling collective bargaining disputes in the airline and railroad industries.

Pension managers gain new resource

By James B. Parks

The Labor Department has established a new clearinghouse for economically targeted investments that may be a useful tool for unions looking for ways to invest in their communities.

Most economically targeted investments (ETIs) are in the construction industry through such successful programs as the AFL-CIO Housing Investment Trust/Building Investment Trust. But opportunities exist to expand investment into the infrastructure, education and training, child care and other essential services, said Teresa Ghilarducci, the AFL-CIO's assistant director of employee benefits.

The new clearinghouse should be a source of good information for unions looking for ETIs, Ghilarducci said, pointing out that the Labor Department had selected one of the most conservative major bidders, Hamilton Securities Advisory Services Inc., to run the clearinghouse. ''They'll be sure that any ETI will have a safe market rate of return.''

That additional source of information ''can help shed light on investments that are pro-worker and pro-community,'' said Regina Markey of the AFL-CIO's HIT/BIT. ''All investment decisions,'' she stressed, ''stay with the pension funds. That is vitally important for the pension system.''

The AFL-CIO Executive Council in 1993 called on pension fund trustees to invest in ETIs so that ''pension assets can be a source of long-term financing for these critical projects and serve to leverage federal and state dollars back to the communities.''

The council adopted guidelines for domestic investment that include the prudence of the investment, protections against privatization of public services, federal financing of infrastructure projects and labor protections.

The AFL-CIO, through HIT/BIT, is participating in a major ETI project called the National Partnership for Community Investment in conjunction with the U.S. Department of Housing and Urban Development.

As part of the program, HIT received a $50 million Section 8 authorization from HUD to develop affordable multifamily housing, Markey noted. Current projects include Hilltop Garden Apartments, part of a neighborhood rehabilitation effort in District Heights, Md. Another project is a scattered-site housing development in New Jersey for families of persons afflicted with AIDS.

The BIT has committed to several new projects in Los Angeles and Ontario, Calif.; Philadelphia; and St. Louis, representing $36 million in union-built construction.

Overall, the AFL-CIO investment program will channel up to $660 million in pension funds to build 12,000 affordable housing units, create 20,000 union jobs in construction and related industries and 1 million square feet of commercial space in 33 cities across the country. The pension funds would be guaranteed through the Federal National Mortgage Association (Fannie Mae) and other government and private credit enhancement programs.

In addition to the AFL-CIO trusts, unions also have ties to the Multi-Employer Property Trust and Union Labor Life's J for Jobs Program.

In announcing the new clearinghouse setup, Labor Secretary Robert B. Reich noted that the administration was responding to the growing interest within the pension community in ETIs.

''Pension funds are in a unique position to achieve competitive rates of return while simultaneously boosting the long-term vitality of the American economy,'' he said. ''These investments can generate jobs, increase housing starts, improve public service and strengthen the nation's infrastructure.''

The Sept. 30 announcement fulfills a recommendation made last fall by a bipartisan advisory council that DOL fund a national clearinghouse or network as a central source of credible information for pension fund managers and to provide technical assistance, if necessary, to funds considering ETIs. The clearinghouse is expected to begin operations in December.

The department's Pension and Welfare Benefits Administration will monitor the clearinghouse, which eventually will become the central source of performance standards for ETIs, said Assistant Labor Secretary Olena Berg.

UNION NEWS

Guild votes CWA merger

The Newspaper Guild executive board voted unanimously to merge with the Communications Workers, a move that would create ''the dominant union of the emerging multimedia information industry.''

Guild President Charles Dale said board members tentatively accepted CWA as a merger partner. The next step, he said, will be to draft a ''satisfactory merger agreement'' that will be presented to the members during the 1995 convention.

If accepted by its membership, TNG would become a ''sector'' of CWA and would be represented by a vice president on the CWA executive board.

CWA President Morton Bahr praised Guild leadership for ''envisioning what will undoubtedly become a single information industry in a few years with the convergence of telecommunications, the print and broadcast media, cable TV and entertainment. This merger will strengthen both unions and enhance our ability to organize and represent tomorrow's multimedia communications workers.''

CWA represents more than 600,000 workers in telecommunications, broadcasting, publishing and cable TV as well as health care, education and the public sector. The Guild represents 35,000 workers in the editorial, advertising, circulation, commercial and other departments of newspapers, wire services and broadcast stations.

UGWA, UFCW to merge

In a move to increase its resources and clout, the United Garment Workers has voted to merge with the Food and Commercial Workers.

The merger would be effective Dec. 1 after a phone poll of the UFCW executive board. Then it would be submitted to the AFL-CIO Executive Council next February for recognition.

The UGWA, which has about 18,000 members, would become a council within the 1 million-member UFCW. The Retail, Wholesale and Department Store Union also has voted to merge as a council within the UFCW.

Speaking at the UGWA's special convention in Las Vegas, AFL-CIO President Lane Kirkland warned that trade unionists must increase solidarity to combat the growing power of adversaries who are determined to ''exploit and abuse and oppress the working people of this country.''

''In this harsh climate, the simple fact of the matter is that unions should be doing everything they can to optimize the collective strength of their members — to protect them and to ensure that their voice is heard and their interests are served,'' Kirkland said.

Stove Workers merger set

More than 4,000 members of the Stove Workers' voted to merge with the Boilermakers, effective Oct. 1. The merger raised the Boilermakers' membership to approximately 83,000.

As part of the merger, the Stove Workers will become a separate division of the Boilermakers and retain its headquarters in St. Louis. Stove Workers President Thomas Kemme will head the division and become a vice president of the merged union.

Boilermakers President Charles Jones pledged the merged union would intensify organizing, particularly in so-called ''right-to-work'' states, where another 3,000 members could be added through internal organizing.

The trend to mergers has been accelerated among all unions in the AFL-CIO, which had 141 unions at merger of the CIO and AFL and now has 83.

Wisconsin elects Newby

More than 900 delegates to the Wisconsin AFL-CIO convention elected a slate of new officers.

David Newby, the former secretary-treasurer, was elected president. Other new officers include Phil Neuenfeldt, secretary-treasurer, and Michael Paul, vice president.

Neuenfeldt was executive director of the Wisconsin Regional Training Partnership and Paul had served as president of the Fox Valley AFL-CIO.

Speakers included AFL-CIO Secretary Treasurer Thomas R. Donahue, Machinists President George J. Kourpias and Democratic gubernatorial candidate Chuck Chvala.



UFCW photo

Food and Commercial Workers President Doug Dority, at center, leads delegates to the union's Women's Network convention in a demonstration at the MGM Grand Hotel in Las Vegas. The hotel has refused to recognize and bargain with the Hotel Employees and Restaurant Employees. The Women's Network was founded in 1988 to identify and address the concerns of women.

NLRB considers nurses' status

Court decision used in effort to block organizing

If you can't quack, can't swim and don't even have feathers, why would they call you a duck?

That was the basic proposition put forth by unions in arguing before the National Labor Relations Board that nurses are not supervisors. The debate, in this case against an Alaska hospital and a New York nursing home, was touched off by a Supreme Court decision.

Nurses do not issue orders to other workers, do not discipline them and do not hire or fire them — all definitions of what a supervisor does under the law — and therefore are not supervisors, the unions told the NLRB.

Therefore, they said, nurses have the right to a union and should be allowed to vote in upcoming union elections at the New York and Alaska health care facilities.

In a brief filed with the board, the AFL-CIO said the type of ''responsible direction'' Congress had in mind was ''a managerial authority of the same kind to determine an employee's overall work scheme,'' rather than on an individual, case-by-case basis.

The cases arose after the Supreme Court ruled 5-4 earlier this year in NLRB vs. Health Care and Retirement Home that licensed practical nurses at an Ohio nursing home who directed less-skilled employees as part of their duties are supervisors not protected by the National Labor Relations Act.

The court majority told the NLRB to re-evaluate the legal status of nurses who may supervise other nurses. But the dissenters, led by Justice Ruth Bader Ginsburg, said the decision could mean that any worker who supervises another worker in any way, no matter how little, would be considered a supervisor and thus be barred from protection of labor law.

Providence Hospital of Anchorage, Alaska, claimed many of its nurses, particularly ''charge nurses,'' are supervisors and should not vote in upcoming union elections. A representative of the unaffiliated American Nurses Association told the board that Providence nurses rotate constantly from staff nurse positions to charge nurse. The Alaska Nurses Association is trying to organize the hospital's 700 nurses.

Jonathan Hiatt, Service Employees legal counsel, said it defies common sense that 28 to 40 percent of all nurses at Providence would be supervisors, as the hospital argued. ''That you can disenfranchise nurses who are one day a staff nurse and one day a charge nurse is not common sense,'' he said.

Ten Broeck Commons Nursing Home of Lake Katrine, N.Y., said its 45 licensed practical nurses are supervisors and should not vote in an election to decide if the unaffiliated United Industry Workers will represent them.

NLRB Regional Director John D. Nelson agreed with the union's stand in the Alaska case. The New York case was transferred directly to the NLRB for a decision.

Supervisors pursue management policies ''by expressing and making operative decisions'' on behalf of their employer, Nelson wrote. The charge nurses in Anchorage, he said, don't do that.

Patient care, Nelson said, is usually a collaborative effort. A charge nurse in Anchorage ''was unable to recall any instance'' of any charge nurse assigning someone to a task. And while charge nurses can intervene when problems occur, they can suggest, but not impose, discipline on other workers.

Clinton order boosts building workers

Janitors and food and building service workers in the federal government have gained a measure of job security under an executive order signed Oct. 20 by President Clinton.

The order requires that a successor contractor retain employees of the previous contractor, giving the workers the right of first refusal to jobs for which they are qualified. The order does not give such job protection to supervisory employees.

Executive Order 12933, ''Nondisplacement of Qualified Workers under Certain Contracts,'' is intended ''to minimize the disruption to the delivery of services during any period of transition and provide the government the benefit of an experienced and trained work force rather than one that may not be familiar with the government facility,'' said Service Employees President John J. Sweeney.

''Before this order, many long-time, experienced workers were cast aside by contractors who viewed working people as expendable,'' he said.

Under the old rules, a new contractor was not obligated to rehire any of a former contractor's workers. Many long-tenured workers lost their jobs through the turn over process. In federal buildings throughout the country, the janitors and other service employees were replaced after their employers were underbid by new contractors.

The executive order does not apply to all federal agencies. Among those excluded are the Defense Department, the Veterans Administration, the U.S. Postal Service and the National Aeronautic and Space Administration.

For the most part, food service workers at federal agencies have not been hurt by rebidding, said Hotel Employees and Restaurant Employees Local 32 President Minor Christian. But the executive order ''can only help because of the changing climate'' in the food service industry.

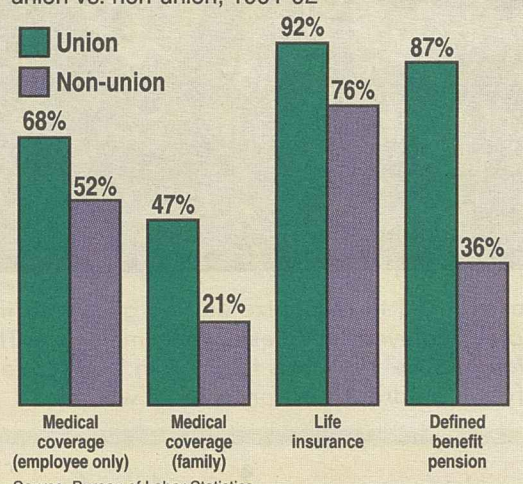
''Every Tom, Dick and Harry is creating a food company these days and bidding on federal food contracts,'' he said.

Local 32 represents about 1,400 food service workers employed by private contracting companies in federal buildings, including the State Department, the House of Representatives cafeteria, the Central Intelligence Agency, Goddard Space Flight Center and the Smithsonian Institution's Air and Space Museum.

DATA

The union benefit

Percent of full-time employees with selected benefits financed entirely by their employer, union vs. non-union, 1991-92



Source: Bureau of Labor Statistics

The union advantage is perhaps most pronounced in benefits, a Bureau of Labor Statistics survey of 1991 and 1992 data suggests. For example, 92 percent of organized workers were likely to have some form of health care coverage, compared with 75 percent of unorganized workers. While 39 percent of non-union workers had defined contribution pension plans, such as 401(k) plans, compared with 20 percent of union workers, only 36 percent had the superior defined benefit pension, compared with 87 percent of union members with such plans, which guarantee a specific amount per year for retirement.

Unemployment rate	
October	5.8 percent
Change	-0.1 percent
Construction starts	
September	-4 percent
Median weekly earnings (3rd quarter)	
Men	$512
Women	$399
Gross domestic product	
3rd quarter (annualized)	+3.4 percent

Union benefits far superior

The government has confirmed what organized workers know already — union membership is the gateway to better benefit packages.

According to 1991-92 data recently released by the Bureau of Labor Statistics, 92 percent of union workers have medical care coverage, compared with 75 percent of non-union workers. In fact, 47 percent of the organized workers enjoy fully employer-paid coverage for their entire families, as opposed to 21 percent of non-union workers.

Similar patterns are evident across the board. In measuring union vs. non-union, sickness and accident insurance scored 53 percent vs. 27 percent; dental care, 71 percent vs. 43 percent; life insurance, 92 percent vs. 76 percent; retirement plans, 90 percent vs. 59 percent; personal leave, 32 percent vs. 17 percent; and unpaid paternity leave, 40 percent vs. 16 percent.

As of March 1994, union employers were investing $2.28 an hour in health insurance vs. 94 cents for non-union; sickness and accident insurance, 10 cents vs. 4 cents; life insurance, 8 cents vs. 4 cents; pensions, $1.12 vs. 29 cents; and paid leave, $1.66 vs. $1.02.

Hispanics lowest paid

The median weekly earnings for full-time wage and salary workers were $462 in the third quarter, according to the population survey conducted by the Bureau of Labor Statistics.

Women earned $399, 77.9 percent of the $512 median for men. African-American men received $388, 72.7 percent of the median for white men, and Hispanics earned $326, lower than the median for both African Americans ($364) and whites ($481).

Fed casts cloud over job gains

By David Kameras

The number of jobless Americans continued to drop in October as the unemployment rate shrank 0.1 percent to 5.8 percent.

The AFL-CIO's next worry is whether the financial regulators stifle that progress with higher interest rates in the name of fighting inflation. As economist James K. Galbraith pointed out recently, ''higher interest rates have spoiled the benefits of growth for many Americans.''

That message will be delivered by a group of leading economists at a rally at the Federal Reserve Board in Washington Nov. 15, the date analysts say the board may again raise interest rates.

''More jobs and higher pay are good news for American workers and their families,'' said AFL-CIO President Lane Kirkland. ''In changing the trickle-down economic policies of the 1980s, the Clinton administration is moving the country in the right direction.''

''But America does not have full employment or enough good jobs,'' Kirkland added. ''And we will not have them if the Federal Reserve Board uses the current job picture as an excuse to raise interest rates again. Inflation is not a danger now or in the foreseeable future.''

Labor Secretary Robert Reich seemed to agree, noting that signs of accelerating inflation are few in the Employment Cost Index, the Producer Price Index and the Consumer Price Index.

''The Goldilocks expansion continues — not too cold, not too hot,'' he said.

The 5.8 percent unemployment rate is the lowest in four years and a significant improvement over the 6.7 percent rate of a year ago, with the official jobless number at 7.6 million.

''However, with 4.4 million workers on involuntary part-time and 1.7 million persons not in the labor force who are available now for work, there are almost 14 million people still with serious job and earnings problems,'' said AFL-CIO economist Markley Roberts.

The unemployment rate for adult men was 5.1 percent, and for adult women, 5 percent. Teenagers in each group logged 17.3 percent unemployed. The jobless rate for African Americans was 11.4 percent, up sharply from 10.7 percent in September, and for Hispanics, 9.4 percent, down from 10.2 percent.

Among the 11 largest states, California had the highest unemployment rate at 7.7 percent, although that reflects substantial improvement from its 8.3 percent rate in September. Ohio, at 4.9 percent, had the lowest rate in the group. Payroll employment for the year declined in Hawaii (1 percent), the District of Columbia (0.4 percent) and California (0.1 percent).

Although most of the 194,000 new payroll jobs in October were in services and retail trade, 40,000 were in manufacturing, bringing the one-year increase in factory jobs to 200,000. The average manufacturing workweek increased by 0.1 hour to 42.1 hours, and factory overtime maintained its postwar high of 4.7 hours a week.

Average hourly earnings in October were $11.24, up 2.9 percent for the year but falling short of the 3 percent inflation rate.

Since the beginning of the last recession in June 1990, more than 4.45 million jobs have been created. However, they represent a fundamental shift in the economy, as manufacturing, mining and construction all suffered net losses. Of the three, only construction shows a net gain since the recovery began in March 1991.

Meanwhile, the Bureau of Labor Statistics reported that collective bargaining agreements reached in the third quarter called for lower wage-rate changes on average than the ones they replaced.

This marks the eighth consecutive quarter in which a decline has been noted.

Negotiated settlements are falling behind the cost of living. For the quarter ending Oct. 25, first-year wage settlements averaged 0.9 percent, and over the contract term averaged 1.9 percent. Yet the cost of living increased 3 percent over the previous year and at a 3.9 percent annual rate for the preceding quarter.

In addition, cost-of-living adjustment (COLA) clauses suffered a decline. Of the 97 settlements reached during the third quarter, COLA clauses were retained in 12 and lost in 8. No new ones were added. The percentage of workers covered by collective bargaining agreements who have COLAs has dropped to the lowest level since 1965.

''The move away from basic wage rate adjustment also is reflected in the number of workers who negotiated agreements with lump-sum payments,'' observed AFL-CIO economist John Zalusky. The proportion of workers with such agreements increased from 39 percent to 42 percent. ''These payments do not build the wage base for future negotiations or benefits,'' he said.

The congressional failure on health care reform continues to take its toll. While employer investment in wages rose 2.9 percent over the last year, benefit costs jumped 3.8 percent, nearly all related to health care expenses.

As wages continue to lag behind inflation and employers prefer overtime to hiring new workers, the number of poor Americans naturally increases.

Responding to data showing the poverty rate increasing to 15.1 percent in 1993, the Center on Budget and Policy Priorities observed that ''the gains of economic growth are not being broadly shared and are going mainly to the affluent. . . . The data indicate that the economic forces which have been leading to falling wages and widening income disparities may be growing even stronger.''

One-stop job centers moved to states

The Labor Department is parceling out $26.4 million in grants for states to set up ''one-stop career centers'' that will bring together a broad assortment of employment and re-employment services.

''There's some potential good and some potential harm that could come from these one-stop career centers,'' said Markley Roberts, assistant director of the AFL-CIO Economic Research Department. ''Particularly in the absence of legislative direction, we have to be concerned about any moves to privatize the employment services that job seekers depend on.''

The one-stop centers were part of the Clinton administration's Re-Employment Act of 1994, which never made it out of congressional committee this year. But Labor Secretary Robert B. Reich has decided to move the centers administratively, independent of the legislation.

The AFL-CIO had supported the re-employment legislation with some reservations, including on the operation of the one-stop centers.

In announcing the grants, Reich said recipient states would have considerable flexibility in designing and implementing their centers, consolidating federal and state efforts to help job-seekers get employment more quickly.

Local union officials should be alerted to potential problems, particularly in states that have been pursuing so-called ''competitive models,'' such as Massachusetts, Roberts said. Massachusetts is among the states receiving the grants.

Connecticut, Iowa, Maryland, Texas and Wisconsin also will share $21.5 million to begin phasing in their one-stop operations. Nineteen additional states will receive nearly $4.9 million to plan their systems.

The 1993 AFL-CIO convention urged that a revitalized and better-funded U.S. Employment Service (ES) should have presumptive responsibility for running one-stop career centers, and should act as the lead agency for coordinating programs and providers that offer services to unemployed workers.

A work group made up of representatives of organized labor, the Labor Department and the Interstate Conference of Employment Security Agencies this year recommended a number of steps to revitalize the ES, including ''genuinely collaborative relationships'' between state employment security agencies and unions so that workers are included in decisions to change the system.

Reich also announced that an additional $7.5 million will be made available to help states establish computerized labor market information systems, described as ''talent banks,'' in which resumes would be available to prospective employers nationally.

— David Kameras

NEWSMAKERS

UAW Vice President **Stephen P. Yokich,** who heads the union's General Motors department, has been nominated to succeed retiring President **Owen Bieber.** If elected at the union's constitutional convention in June 1995, Yokich would be eligible to serve two terms of three years each before reaching retirement age. Other nominees are St. Louis Regional Director **Roy Wyse** for the secretary-treasurer post that will be vacated by **Bill Casstevens,** also retiring; **Richard Shoemaker,** Bieber's executive administrative assistant, for vice president; and **Jack Laskowski,** regional director in Grand Rapids, Mich., for vice president. Incumbent Vice Presidents **Carolyn Forrest** and **Ernest Lofton** will run for re-election.

R.P. "Bud" Vinall has been elected secretary-treasurer of the Laborers, LIUNA President **Arthur A. Coia** announced. Vinall, who was vice president, replaces **James J. Norwood,** who died Oct. 24. **Armand E. Sabitoni** has been named a LIUNA vice president, replacing Vinall, who joined the union in 1941 and served as president of the Building and Construction Trades Council in Tulsa for many years before becoming vice president in 1976. Sabitoni has been manager of LIUNA's New England and Eastern Canada Region since 1993.

Penn State University has been selected to house the Mine Workers archives, UMWA President **Richard L. Trumka** announced. The archives will include correspondence, convention proceedings, details of contract negotiations and other documents. Trumka said the union's historical records "are among the most important resources for documenting and understanding the history of the United States."



Kenneth Davis

Kenneth Davis, a member of AFSCME Local 1427, was one of two men who tackled the gunman who fired 20 rounds of ammunition at the White House Oct. 29. Davis, a Maryland corrections officer, was touring the area with a friend when they heard the shots. They jumped the gunman and detained him until the Secret Service arrived. **President Clinton** praised Davis for his quick life-saving action and honored him and AFSCME President **Gerald W. McEntee** at the White House Nov. 8. Davis also received the public service award from AFSCME Council 92, which represents state employees in Maryland.

Keith Mestrich has joined the AFL-CIO's Occupational Safety and Health Department as a health and safety specialist. Mestrich leaves the Food and Allied Service Trades Department to replace **Lynn Rhinehart,** who left the Occupational Safety and Health Department to clerk for a federal judge.

Claudia Bradbury has joined the AFL-CIO Organization and Field Services Department to coordinate the department's work on social policy issues with state AFL-CIOs. Bradbury previously was a senior policy associate in the Employee Benefits Department.



Bill Burke/Page One Photography

Government Employees President John Sturdivant enjoys the freedom granted by Hatch Act reform, handing out campaign literature at a Washington, D.C., subway entrance. He is joined by Virginia Democratic Reps. James Moran Jr. (center) and Leslie Byrne.

AWARDS

The Cornell University School of Industrial and Labor Relations has created the **Jack Sheinkman** Endowment Fund to honor the president of the Clothing and Textile Workers, who received his undergraduate degree from the school in 1949. The ultimate goal of the fund is to endow the Jack Sheinkman Chair of Collective Bargaining at the school, providing continuous funding to attract and retain outstanding faculty members and to give them the recognition and resources needed for their work.

AFL-CIO President Lane Kirkland and hundreds of trade unionists and supporters helped launch the endowment fund effort at a New York City testimonial to Sheinkman.

DEATHS

Kuhron Huddleston, vice president of Fire Fighters District 14, died when his truck was struck by a train at a private drive crossing near Oceola, Ark. He was 55.

Huddleston was delivering an IAFF charter to a new local in Bartlett, Tenn., at the time of the accident.

Huddleston, who began his career in 1961 with the Memphis Fire Department, was first elected to the IAFF executive board in 1982 and returned to the board in 1987.

He is survived by his wife, two sons, a stepson, his mother, two sisters, four brothers and six grandchildren.

— Compiled by Muriel H. Cooper

FLOC among recipients from Catholic campaign

The Farm Labor Organizing Committee, recently affiliated with the AFL-CIO, was awarded a $70,000 grant from the U.S. Catholic Conference Campaign for Human Development.

The grant is part of $7.2 million in grants the conference will distribute over the next year to 241 projects in 44 states, the District of Columbia and Puerto Rico. The money was collected last year in Catholic parishes nationwide.

FLOC received the grant for its Partners for Justice project, which is part of the organization's Farm Labor Research Project. Partners for Justice seeks to end massive exploitation of Mexican-American and African-American workers in the tomato industry.

"Since we began receiving grants from the campaign, we have won a collective bargaining agreement with Campbell Foods, covering approximately 500 workers," said Andrea de Urquiza, FLOC's development and communications coordinator. "Now we are trying to gain contracts at Heinz and Hunt, covering about 800 workers in northwest Ohio and southeastern Michigan."

Valley Interfaith's High Skilled Job Training Project in Weslaco, Texas, was awarded $58,000, and includes unions and businesses on strategy and development issues.

The grants, economic development and educational programs of the campaign are funded by an annual parish collection that is held on the weekend before Thanksgiving.

RESOURCES

CONFERENCES

The Labor/Higher Education Council 1994 National Meeting, originally scheduled in Washington Nov. 17-18, has been postponed. For further information, contact Len Oliver at 202/362-1522.

Safe Jobs: Our Right — Our Fight is the theme for the AFL-CIO National Safety and Health Conference at the Los Angeles Hilton and Towers Dec. 4-7. The conference fee is $120. Workshop topics include ergonomics, HIV/AIDS, indoor air quality and right to know/right to act. Contact: National Safety and Health Conference, 815 16th St. N.W., Room 704, Washington, D.C. 20006; 202/637-5367.

The Coalition of Labor Union Women is sponsoring a **National Labor Leaders Conference on Women and HIV/AIDS** Jan. 19-20 at the Omni Shoreham Hotel in Washington. Contact Heather Hauck, CLUW, 1126 16th St. N.W., Washington, D.C. 20036; 202/466-4615.

Training, Technology and Transition: New Perspectives and Approaches, sponsored by the AFL-CIO Human Resources Development Institute, will be held Nov. 20-22 at the Las Vegas Hilton. Principal speaker will be Machinists President George Kourpias. Contact Carol Clagget of HRDI at 202/638-3912.

PUBLICATIONS

Member Assistance Programs: The Role of Labor in the Prevention and Treatment of Substance Abuse is a new book updating employee assistance issues. Copies are $10.95. Contact: ILR Press, School of Industrial and Labor Relations, Cornell University, Ithaca, NY 14853-3901; 607/255-3061.

In the Name of Health Care Reform is a booklet about the dangers workers encounter in the health care industry. For copies, contact the Service Employees Campaign for Health Care Worker Rights, 1313 L Street N.W., Washington, D.C. 20005.

The following issue papers were produced by the AFL-CIO Economic Research Department: **The Progressive Consumption Tax: A Bad Idea Under Any Name** (Issue paper No. 76); **Interest Rates and the Economy: Higher Rates Threaten Expansion, Hurt Consumers** (Issue Paper No. 77); **Black Workers Still Need Good Jobs, Higher Pay** (Issue paper No. 78). Contact the AFL-CIO Reproductions and Mailings Division, 815 16th St. N.W., Washington, D.C. 20006.

The 1993-94 Handbook on Women Workers: Trends & Issues covers issues including women's labor force participation, earnings and income, demographic groups, family structure, education and training and projections through the year 2000. Single copies of the handbook are free. Contact the Women's Bureau, U.S. Department of Labor, 200 Constitution Ave. N.W., Box HB, Washington, D.C. 20210.

VIDEO

Private Horror/Public Issue, On the Job Assault is a 17-minute video describing three actual physical assault incidents, and how Service Employees local unions convinced management to take preventive steps to reduce the likelihood of reoccurrence. Copies are $5 each from SEIU, Occupational Safety and Health Department, 1313 L St. N.W., Washington, D.C. 20005.

SCHOLARSHIP

The **Service Employees Scholarship Committee** is accepting applications for its 1995 scholarship program. Available scholarships include 11 $3,000 SEIU college scholarships; nine one-year $1,000 scholarships for SEIU members continuing their education; 3 full-tuition scholarships to Long Island University in Brooklyn, N.Y.; and one-time-only grants of $1,000 to $4,000 through the Union MasterCard Scholarship Program. Application deadline is March 1995. Contact: SEIU Scholarship Committee, 1313 L St. N.W., Washington, D.C. 20005.

Workers defend Main Street, fight 'megastores'

Continued from Page 1

Linda Regalado at Wal-Mart's Hinsdale, N.H., store.

In return for the $15,000, Regalado agreed not to return to her job as an invoice clerk. But she said she would continue to fight Wal-Mart, joining the opposition at several regional sites where Wal-Mart is proposing to build.

"God help them if they ever try to get in my back yard," the mother of five told the Bennington (Vt.) Banner. She accused the company of intimidating workers, turning former union supporters against her.

Being taken for a ride

Wal-Mart is the nation's second-largest private employer and Kmart ranks fifth. These retail giants offer foreign-made, low-priced products to consumers, sometimes claiming their products are American-made. The steep price that communities pay in return, however, is being debated across the country.

In small towns across America, the new fight against the megastores echoes the words of Southern writer William Faulkner, who in 1947 bemoaned commercial instrusion on a way of life:

"They call this progress," Faulkner said. "But they don't say where it's going; also there are some of us who would like the chance to say whether or not we want the ride."

The clout of Wal-Mart, Kmart and affiliated warehouse shopping clubs has been a knock-out punch putting good jobs on the ropes in many towns. Along with the lower prices have come the reduced community standards of wages and benefits.

The refusal of Kmart and Wal-Mart to pay a fair share for worker health care benefits was widely publicized by the UFCW during this year's national debate on health care reform. "If Kmart or Wal-Mart does not cover a worker, someone else is picking up the health care costs," noted UFCW spokesperson Greg Denier.

That someone in many cases are union members, their families and their employers. "The workers are told during negotiations, 'Kmart isn't providing any benefits, why should you get any?' " said Gordon of the Michigan UFCW local.

Gordon is helping to coordinate the union's campaign in the Dearborn area, urging consumers to shop at unionized stores rather than at the non-union cutthroats. Informational pickets also have been set up at the Super Kmart in Fresno, Calif.

"Kmart is hell-bent on destroying good-paying, good-benefit union jobs and replacing them with low-paying, no-benefit inferior jobs," Gordon said.

Consumers are getting the message, said Jill Christoff, UFCW Local 876 spokesperson in Dearborn. "We want people to understand how Super Kmarts cause a loss of market share for the stores our members work in."



UFCW photo

Union members in Michigan demonstrate against Kmart, which has undercut communities with low-wage, no-benefits jobs while forcing local merchants out of business.

Seeking political help

The campaign against Wal-Mart's superstore bids recently was enjoined in Concord, Calif., where labor and business opponents sought to protect their community by enlisting the help of government in enforcing local laws.

"The store is three times the size of a regular store," said Contra Costa County AFL-CIO Secretary-Treasurer Steve Roberti. "They wanted to use city redevelopment money to build. Wal-Mart wanted so much from the city, but eventually, the city council turned it down."

Megastores undercut community standards on several fronts, Roberti said. "They use non-union construction standards and it lowers the wage base. They also wreak destruction on the small business community, which is vital to this area."

An organization representing the Concord business community issued a report that concluded that the area already is lacking high-paying jobs and that Wal-Mart would further erode community needs, Roberti said.

"One of the problems is that the small business guy is a working guy," Roberti added. "He works all day and is not aware of what's going on. Wal-Mart comes in quietly."

The comic strip Doonesbury recently satirized that quiet movement into small communities, as one of the characters becomes suspicious of a fellow surveying farmland. That scenario is not unlike the situation in tiny Sturbridge, Mass., when rumors that Wal-Mart was planning one of its massive developments sent citizens to the barricades.

"We're a town with identity," said Carol Goodwin, head of Save Our Sturbridge committee. "A lot of people are afraid we'll lose that if Wal-Mart comes in," she said. Sturbridge is noted for its re-creation of the 19th century.

Ironically, Wal-Mart's founder, the late Sam Walton, once said, "if some community for whatever reason doesn't want us in there, we aren't interested in going in and creating a fuss."

But for Wal-Mart and Kmart superstores, there's no way getting around that fuss in many communities.

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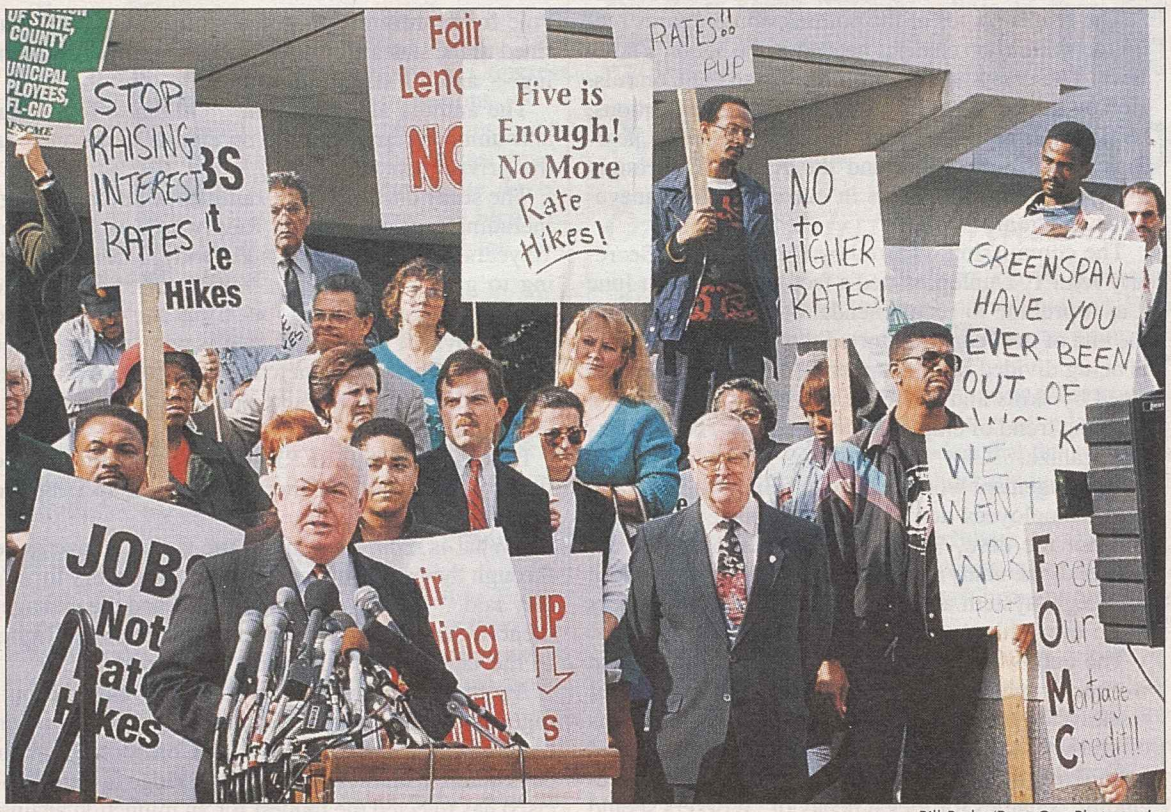
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Labor studies center offers 41 institutes. **New schedule, Pages 5-8.**

AFL-CIO NEWS

VOLUME 39, NUMBER 25 NOVEMBER 28, 1994



Bill Burke/Page One Photography

Service Employees President John J. Sweeney addresses trade unionists, unemployed workers, farmers, economists and others at a demonstration Nov. 15 outside Federal Reserve Board headquarters in Washington. Despite angry cries that the Fed is squeezing the economy with higher interest rates, the board raised rates for the sixth time since February. **See story, Page 10.**

Solidarity pays in 12-day strike in San Francisco

Newspaper workers win new 5-year agreements

By James B. Parks

Employees at the two San Francisco newspapers won a major victory for organized labor, overwhelmingly ratifying new five-year contracts that ended a 12-day strike.

The settlement between the four unions in the Conference of Newspaper Unions and the San Francisco Chronicle and San Francisco Examiner raises wages and guarantees seniority rights for some workers. The pacts were worked out over several days with Mayor Frank Jordan acting as a key mediator, the unions said.

''We worked long and hard to hammer out a fair settlement that would give workers a living wage and grant them better protections and benefits,'' said Doug Cuthbertson, chairman of the CNU.

''We gained. We feel pretty good about the contract,'' said CNU spokesman Steven Chin. ''A lot of people asked whether it was worth it. I think it was. I think they forced our hand; we had to go on strike, and we came away with a better contract.''

The unions achieved a solidarity of purpose during the year-long negotiation and strike, Cuthbertson said. He praised the overwhelming support of the Bay Area community and the national labor movement for helping solidify the workers' resolve to walk the picket line until they received a fair settlement.

''The fact that so few have crossed the line is a tremendous reflection of the degree of unity that exists among these unions,'' Cuthbertson said. ''The success of this strike will be looked upon as a rallying point for unions across the country,'' he said. ''Some pundits have said the union movement is on the wane. In San Francisco, we have proved them wrong.''

The AFL-CIO, through the Strategic Approaches Committee, provided staff and other assistance to the CNU as it has in other disputes where help is requested. The walkout by 2,600 employees began Nov. 1, about 24 hours after a strike deadline.

The contracts are retroactive to Nov. 1, 1993. After a first-year wage freeze, the pay schedule calls for the first raise on Oct. 31, 1994. The last pay increase received by the workers was a cost-of-living adjustment in March 1993, Chin said. The raises total 3

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GATT is latest 'free trade' rage

Labor, allies challenge blind faith in bad policy

By David Kameras

That old-time ''free trade'' religion came roaring out of Indonesia on its way to America's Southern Cone, threatening to steamroll a largely unsuspecting U.S. public.

But as President Clinton pauses between free trade summits to broker congressional approval of a world trade pact, the latest Commerce Department figures show that the free trade mania gripping U.S. policy makers may be costing jobs and future economic security.

The U.S. shortfall in trade in manufactured goods reached a whopping $13.5 billion in September, worse than the $12.8 billion in August and continuing a string of losses that will send the overall 1994 goods deficit soaring to near the record $152 billion.

The United States had a trade surplus in manufactured goods just 12 years ago, but a glut of imports from Asian countries — particularly Japan and China — sent the percentage of manufactured goods among imports soaring from 54 percent to 83 percent.

The resulting shift in trade means the loss of nearly 1 million factory jobs since 1986, contributing to a 6.2 percent drop in the average weekly manufacturing wage over the same period.

The lame-duck 103rd Congress returns to Washington this week with the sole task of voting on a new multilateral trade agreement that is long on promises but absent any protections for workers. **See story, Page 3.**

The latest round of the General Agreement on Tariffs and Trade would set up a vast bureaucracy called the World Trade Organization, which would have a mandate to rule over the trade policies of participating countries. The United States would have one vote, exactly the same as Luxembourg or Sri Lanka, for example, and no veto power.

The AFL-CIO and a broad coalition of citizen's groups have opposed GATT for ignoring labor,

Continued on Page 3

White-collar workers face growing menace to health on job

By Candice Johnson

Millions of white-collar workers face an epidemic of crippling cumulative trauma disorders (CTDs), as office and information industries continue to post soaring levels of such illnesses.

CTDs, also called repetitive strain injuries and repetitive motion illnesses, are the leading cause of workplace illness and lost work time, according to the Bureau of Labor Statistics.

Illness rates for white-collar workers are growing at an alarming rate, affecting workers across industries.

Among state government workers who process tax information, said David LeGrande, safety and health director for the Communications Workers, the rate of CTDs approaches 50 percent.

Telephone operators, secretaries, technical workers, claims processors, service representatives and public employees, among others, face a growing health threat due to poor workplace design and work organization procedures, as well as demanding types of work, the demand for speed and other physical factors.

Some companies, recognizing the need to prevent the painful conditions, are working with unions and joint safety committees to address the poor job design. But for too many workers, crippling injuries, painful surgeries and lost earnings work time are all too common, as employers refuse to consider necessary work station changes.

In 1989, CWA and U.S. West formed a joint ergonomics committee to focus on workplace design and other job factors following growing reports of repetitive motion illnesses among workers at the firm's Denver, Phoenix and other facilities.

U.S. West also agreed to recognize repetitive motion illnesses as work-related, and with the union jointly requested an investigation by the National Institute for Occupational Safety and Health on how the use of video display terminals affects musculoskeletal repetitive motion illness. This category involves hand

Continued on Page 4

ORGANIZING

UC employees vote CWA

Technical employees at nine campuses and other operations of the University of California won a sweet victory against a tough anti-union campaign, voting to join an affiliate of Communications Workers Local 9119.

The 3,800 techs voted for "respect and a voice in their future," said Libby Sayre, president of CWA's University Professional and Technical Employees.

Sayre, a student advisor in the university system, said the workers started in June 1993 and overcame an aggressive union-busting effort that cost taxpayers $1,600 a day.

Some 60 percent of eligible voters turned out for the election, which was conducted by the state Public Employment Relations Board. Union representation won the votes of 55 percent of the workers.

If the university system does not challenge the victory, the union will immediately schedule bargaining sessions, Sayre said. Key contract goals among techs are job security, promotions and training opportunities and better wages.

The new CWA members work at the university system's nine campuses, five medical centers, the Lawrence Berkeley Lab and the office of the president.

RWDSU certified

The Retail, Wholesale and Department Store Union was certified as bargaining representative for 860 home health care workers at VIP Health Care Services in New York.

A March 1994 vote for RWDSU Local 670 by a 295-265 margin was held up by challenged ballots.

The organizing drive was sparked by management's "arrogance, favoritism and paternalism," the union said.

CWA wins NYNEX runoff

Some 1,500 NYNEX Corp. workers in Massachusetts, Maine and Vermont voted in the Communications Workers as their bargaining agent in a runoff election supervised by the National Labor Relations Board.

The mostly white-collar workers — service representatives and clerks — cast 670 votes for CWA representation and 512 for "no union," with 33 ballots under challenge. Earlier the Electrical Workers were also on the ballot.

The victory was the result of a year of hard work by an organizing committee of more than 100 workers, said Melissa Moran, president of CWA Local 1400.

Key issues were the company's plans to cut a quarter of the work force by 1996 and the proposed relocation of work to regional megacenters, the union said.

The campaign was conducted under the terms of a "neutrality" accord agreed to by NYNEX in 1991.

UAW wins two

In separate campaigns, the UAW was chosen to represent 769 workers at Fairfield Manufacturing Co. in Lafayette, Ind., and at Polycarbon, Inc., in Valencia, Calif.

The Fairfield workers said "UAW yes" by a 435-300 margin, and the Polycarbon count was 98-97, with three challenges.

Private sector meaner for unions

Study shows public sector has more level field

By James B. Parks

Private sector employers are six times more likely to wage virulent anti-union campaigns than those in the public sector, according to a new study presented to the Dunlop Commission.

The two-year study showed that 38 percent of private-sector employers used aggressive tactics — including illegal activities — to defeat a union organizing drive. That compares with 7 percent of such conduct in the public sector and helps explain why workers win a union in 85 percent of elections in the public sector and only 48 percent in the private sector.

The report comes as the commission prepares recommendations on changes needed in the nation's labor laws. The commission, formally called the Commission on the Future of Worker-Management Relations, held numerous field hearings and four public hearings in which workers and the AFL-CIO strongly argued for major changes in current labor-management relations.

The commission, chaired by former Labor Secretary John T. Dunlop, issued a fact-finding report June 2 as a prelude to recommendations expected before the end of the year. It reported that American society is being divided into an upper tier and lower tier defined by skills and pay. The report also pointed to a growing trend of employers violating workers' rights to organize.

"Management would have one believe that private-sector employees don't want to unionize, but that's just not the case," said Kate Bronfenbrenner, co-author of the study. "These employees are thwarted by a legal system and culture that allows employers to do everything possible to break the union."

The only way to correct the problem is to expand workers' rights to organize, the study found. "Our research suggests a need for an expansion of the rights of workers and unions in the workplace and a need for a strengthening of restrictions on employers, including penalties for illegal behavior. Workers should be able to choose a union or not without coercion and threats," said Tom Juravich, the other co-author.

"We believe that the climate in the public sector is close to what the framers of the National Labor Relations Act had in mind," he said. "What exists in the public sector is a relatively level playing field; that's the kind of situation we should have for both sectors."

But the study noted that the 85 percent of units that vote for representation in the public sector are confined to the states that allow public employee bargaining — and 27 states do not.

> *"(Private-sector) employees are thwarted by a legal system and culture that allows employers to do everything possible to break the union."*
>
> **— Kate Bronfenbrenner, Cornell University**

The authors also noted the "chilling effect" that anti-union campaigns have on efforts to unionize in the private sector.

The study cited several examples of union busting, including the case of Judy Ray, who was fired after 10 years at Jordan Marsh in Peabody, Mass., for trying to gain a union. Ray, who testified before the Dunlop commission, said June 2 that she was followed on her days off by security guards with walkie-talkies and timed when she went to the bathroom. A manager even told her, "people like you get shot in the parking lot, Judy," she said.

Last January, the NLRB upheld her claim that the firing was illegal, but the process took so long she faced financial ruin.

"What is most amazing to me is that I have gone through the proper channels and won at every turn," Ray said. "Yet I am still out of a job and the management of Jordan Marsh continues to abuse the rights of the employees. Something is very wrong."

Another example cited in the study was the outrageous firing July 14 of 235 mainly Hispanic women employees of Sprint Corp.'s La Conexion Familiar days before a union vote. A federal judge in San Francisco has rejected the request for an injunction against Sprint, but an administrative hearing on unfair labor practice charges is continuing. The NLRB has yet to decide whether it will appeal the judge's ruling.

The study, "The Impact of Employer Opposition on Union Certification Win Rates: A Private/Public Sector Comparison," was published by the Economic Policy Institute and co-authored by Bronfenbrenner, of Cornell University, and Juravich, from the University of Massachusetts/Amherst.

Soo Line workers gain new contract

The United Transportation Union and Soo Line Railroad have tentatively agreed to a new contract that includes recommendations from a presidential emergency board.

Some 1,100 UTU members have begun voting on the tentative accord, with balloting expected to be completed Dec. 2. The pact could be signed by Dec. 5.

The emergency board was established last August in the wake of a six-week strike by conductors, brakemen and switchmen. Its provisions are "very much in line" with those put forward by an earlier presidential board and applying to other rail workers in the industry, said Eric Eakin of the UTU.

Included in the pact are a 10 percent wage increase, up from the 6 percent earlier proposed by management; pay raises retroactive to 1988; a signing bonus; and preservation of a nationwide health-care plan.

Soo Line management won the right to operate all trains with two-member crews but shelved its efforts to impose a mileage basis for paying for non-yard assignments.

"This is as good a contract as we can get in these times," said UTU General Chairman Gene Von Essen.

Should the pact be rejected, the federally-mandated "cooling off" period would expire in February. Eakin noted the sharply conservative tilt of the incoming Congress, adding, "We don't want it handed back to them."

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U.S. succumbs to blind faith in 'free trade'

Rights abuses fail to stall trade agreements

Continued from Page 1

human rights and environmental issues in its eager rush to enhance the profits of multinational corporations.

This week's vote represents the last chance for the White House to railroad the pact under current ''fast-track'' rules, which preclude members of Congress from changing and improving its provisions.

The administration is under increasing pressure to provide concessions, just as it did during last year's passage of the North American Free Trade Agreement. One year after that vote, however, the high cost of so-called free trade is beginning to be felt. **See stories at right and on Page 10.**

Nonetheless, President Clinton will be pressing Latin American leaders at a ''Summit of the Americas'' in early December to extend NAFTA throughout the western hemisphere. The AFL-CIO, in concert with the trade union federations in Chile and other Southern Cone nations, is seeking separate bilateral trade negotiations that would incorporate protections for worker rights and the environment.

Huge trade deficit with Asia

The just-completed meeting of the Asia-Pacific Economic Cooperation found the administration rubbing shoulders with some of the world's most savage human rights abusers in the interest of free trade. The 18 participating countries, including the United States, agreed to establish a free trade zone by the year 2020.

One of the most egregious Asian rights abusers, China, enjoyed a September trade surplus with the United States of $3.5 billion, an increase of more than $1 billion over the year-ago month, the Commerce Department reported. The U.S. merchandise trade shortfall with China, which continues to use forced labor for export products, stands at $21 billion so far this year.

Most of the cumulative U.S. merchandise trade deficit of $108.5 billion has come in dealings with the nations of the Pacific Rim, reaching $81.1 billion so far this year. That compares with a deficit of $71.4 billion from the same period a year ago.

''With the large number of rural Chinese coming into their cities, and with superior Japanese production technology, the trade deficit with Asia, and especially with China, will continue to expand,'' said AFL-CIO economist Greg Woodhead. ''That will continue to put pressure on U.S. manufacturing workers, who may lose their jobs or have to accept massive concessions in terms of wages and benefits.''

Overall, the U.S. international trade deficit, which includes the ameliorating trade in services, increased in September to $10.1 billion, up from the $9.7 billion revised figure in August.

The trade deficit with Western Europe improved slightly in September, narrowing from $1.62 billion to $1.56 billion, but was far worse than a year earlier ($313 million).

Exports in September declined in industrial supplies and materials, automotive vehicles, parts and engines and consumer goods, while capital goods increased.



IUE photo

Rep. Marcy Kaptur (D-Ohio) points to chart that shows loss of U.S. revenue as a result of a new world trade pact. At right is Electronic Workers President William H. Bywater, who joined Kaptur at a press conference to survey the damage a year after passage of NAFTA.

NAFTA labor promises empty

One year later, trade deal is no help to workers

By David Kameras

A year after passage of the North American Free Trade Agreement, it's clear that some promises are worth more than others.

Last year, the Clinton administration attempted to gain support for the NAFTA by promising labor, environmental and community leaders that their interests would be protected. Most of those pledges have not been kept.

Yet for some five dozen members of Congress, whose votes were crucial for the passage of NAFTA, the White House for the most part brought home the bacon.

That's the conclusion of a preliminary report released by the Institute for Policy Studies (IPS), in conjunction with the Citizens Trade Campaign, the Alliance for Responsible Trade and the Congressional Fair Trade Caucus. The report is part of an examination of NAFTA's impact on the quality of work, the environment and agriculture, as well as the institutions established under the pact's labor and environmental agreements.

''A major flaw in the projections for huge job gains is that they look only at U.S. export growth to Mexico and ignore the even greater growth in U.S. imports,'' the report said.

Additionally, many companies have been able to increase exports and cut jobs at the same time. Others have used the threat of moving their operations south of the border in order to ''whipsaw'' their workers into accepting lower wages and longer hours.

''The jury is still out on what the long-term impact of NAFTA will be,'' said Mark Anderson, director of the AFL-CIO task force on trade. ''But it's clear that it has not lived up to the promises — 100,000 jobs, the administration said. And many workers have lost their jobs because of it.''

As of Nov. 7, the Labor Department had received 275 petitions for trade adjustment assistance under NAFTA, representing more than 30,000 U.S. workers. Of these, 118 petitions were certified, affecting 12,122 workers.

There is evidence that the number of workers displaced by NAFTA has been seriously under-reported, particularly since many workers have sought help through the regular Trade Adjustment Assistance program, which is less restrictive. Further, NAFTA's impact appears to be heavily felt by women and those working in lower-paid occupations and in rural areas.

As for the promised 100,000 jobs, the IPS examined data provided by one of NAFTA's biggest boosters, NAFTA*USA, and could trace only 535 jobs to the pact — exactly one for each member of the House and Senate.

On the other hand, it found 104 promises made to 63 members of Congress. These included such items as $300 million for a troubled defense cargo plane, protection for citrus and sugar growers, $790 million to provide standards and technology consultants to 22 Virginia counties, and $3 billion in lost tax revenues on airline and cruise ship tickets that were supposed to finance training programs for workers hurt by NAFTA.

The White House delivered in 64 percent of the cases promised, with an additional 22 percent receiving partial fulfillment. Only 14 percent remained unfulfilled.

During a Capitol Hill briefing on the IPS report, Electronic Workers President William H. Bywater noted that employers use the threat of shifting jobs to Mexico to intimidate shop workers and negotiating committees. ''They can pollute, they can pay the lowest wages, they can do anything they want,'' he said.

Bywater called the General Agreement on Tariffs and Trade an even bigger danger, one drafted by multinational corporations that will tell foreign dictatorships how to vote in a powerful new World Trade Organization. He called for a free and open debate before Congress acts on its implementing legislation.

Rep. Marcy Kaptur (D-Ohio) agreed, saying that the very same interest groups that backed NAFTA ''are telling us GATT is the answer.''

The fast-track legislative process means Congress can't amend and can't even debate for more than a few hours a 22,000-page bill that was only recently completed, she complained. Further, the administration already has reneged on its commitment to insist that labor and environmental standards be included.

Kaptur disputed whether exports always result in new jobs, noting that ''most workers are being overwhelmed with overtime,'' and Mexican workers lack sufficient wages to buy U.S. consumer products. ''If everything was so great in Mexico,'' she said, ''people wouldn't be flooding across the border.''

John Cavanagh, one of the authors of the IPS report, said NAFTA isn't creating jobs, ''it's killing them,'' and ''protection of the labor side agreement . . . has proved to be a total joke.''

Anti-GATT effort focuses on worker rights, job loss

The lame-duck 103rd Congress is due to return to Washington after Thanksgiving to vote on a new global trade agreement that labor contends would not significantly improve the conditions of working people and, in fact, could kill many U.S. jobs.

Legislation implementing the so-called Uruguay Round of the General Agreement on Tariffs and Trade (GATT) would create a new multilateral bureaucracy, the World Trade Organization (WTO). The AFL-CIO has opposed passage of the bill under ''fast-track'' rules that prevent correction of some of GATT's more glaring deficiencies.

Many members of Congress are concerned that the WTO could threaten the sovereignty of the United States by exercising veto power over domestic labor and environmental standards.

Although passage seemed certain prior to the November mid-term election, the vote's delay has given Americans a greater opportunity to examine the fine print of the pact and question its provisions.

Even a corporation that stands to gain economically from GATT has run advertising against the pact.

Patagonia Inc., an international outdoor clothing company, registered its opposition to the GATT agreement ''because it places trade superior to all other values and goals. . . . The negative effects on the environment and our democracy far outweigh any economic benefits we could derive,'' the ad says.

Senate Finance Committee Chairman Daniel Patrick Moynihan (D-N.Y.), a GATT supporter, has indicated that the Senate is well short of the 60 votes needed to waive the Budget Act. Such a waiver is necessary because GATT reduces tariffs, requiring new offsetting taxes to make up the lost revenue.

Meanwhile, International Labor Organization Director Michel Hansenne urged that the ILO and the WTO proceed on separate tracks to develop a social clause for world trade.

The ILO governing body agreed that Hansenne should keep the issue of worker rights in WTO deliberations on the agenda for the ILO governing council, which meets in March.

However, the ILO rejected Hansenne's suggestion for creation of a work group to determine where ILO conventions and the WTO's proposed work program agree, as well as his call for the drafting of a nonbinding recommendation, perhaps later supplemented by a convention.

JOB SAFETY

OSHA inspections increase

The Occupational Safety and Health Administration imposed a record $120 million in penalties for fiscal year 1994 and conducted nearly 43,000 inspections, up 6.7 percent from the previous period.

Those findings are based on a review of OSHA enforcement records and penalties by the Bureau of National Affairs. The review showed that 42,377 OSHA inspections were made in 1994, up from 39,536 a year ago. The penalty record increased from $96 million last year and $116 million in fiscal year 1992.

More than three-fourths of the inspections were for safety hazards; 22.5 percent were for health concerns. The total number of violations cited by federal OSHA was 145,859, down 1,299 from the year-ago period.

Half of all federal inspections were for construction hazards; about one-fourth of all inspections were in the manufacturing sector.

Books phony, fine real

BE&K Construction Co., a notorious anti-union outfit, was hit with a $560,000 fine by the Occupational Safety and Health Administration for willful violations of federal recordkeeping requirements at four company operations.

The penalty, the largest ever imposed for such violations in the construction industry, cited violations at BE&K facilities in Minnesota, North Carolina, Georgia and Alabama.

The violations ranged from failure to record injuries and illnesses to failing to complete the supplementary records that covered those injuries and illnesses.

Willful violations are issued when OSHA believes a company has intentionally disregarded occupational safety and health regulations.

Death brings fines

Gethmann Construction, a subcontractor, and Cargill Inc., a project general contractor, were fined $812,000 following the death of a worker who fell 25 feet from a steel beam while building a wet corn milling plant in Blair, Neb.

OSHA noted that the equipment for protection against falls was not properly connected, nor were any safety nets or lines installed. Another 13 workers were exposed to similar fall hazards that day, OSHA said.

The proposed penalties against Gethmann included $686,000 for exposing the 14 workers to the hazard, and $56,000 for inadequate training, inadequate inspection of the job site and inadequate means of access to the scaffold platform.

Job violence reports sought

The Labor Coalition on Workplace Violence, which includes the AFL-CIO, AFSCME, Service Employees and other labor groups, has called on the Occupational Safety and Health Administration to send a ''loud and clear message'' on workplace violence.

In response, OSHA said it would develop proposals to improve the reporting of job-related violent incidents, and would take further action to make employers aware that physical assaults and homicide are reportable occupational safety and health incidents.

Hard news: CTDs hit journalists

Continued from Page 1

and wrist, arm and shoulder, and neck and back health problems.

CWA, which regularly surveys the incidence of CTDs among members, noted that the illness had reached catastrophic levels beginning in the 1980s.

Some 8,000 CWA members from 83 local unions participated in the 1992 survey, but the union stressed that this number is a small percentage of those who use video display terminals on the job and have developed repetitive motion problems.

Nearly three-quarters of the workers in operator jobs reported suffering from hand or wrist pain, one of the early symptoms of repetitive motion illness. For many, these early symptoms developed into more severe disorders, including tendonitis and medically diagnosed carpal tunnel syndrome.

Some 55 percent of clerical video display terminal operators suffered early signs of repetitive motion illness, with 9 percent having medically diagnosed carpal tunnel syndrome.

NIOSH has indicated it would expect that just 1 to 3 percent of video display terminal operators would develop carpal tunnel syndrome; this survey data suggests a catastrophic rate of illness.

Disabled newspaper employees

The Newspaper Guild has recorded some 4,000 cases of repetitive strain injury among its 31,000 members by reviewing complaints filed with the Occupational Safety and Health Administration, surveying its members and other sources. TNG estimates that more than one-third of members using video display terminals — newsroom, advertising and other business employees — have suffered at least some symptoms of repetitive strain illness.

Of the 645 workers at Associated Press who responded to a TNG survey, 77 had diagnosed cases of carpal tunnel syndrome, tendinitis, tenosynovitis, thoracic outlet syndrome and other related injuries. A survey of 273 workers at the Seattle Times and Seattle Post-Intelligencer indicated 83 CTD cases diagnosed, said David Eisen, TNG research and information director.

Addressing the International Ergonomics Association Conference, Eisen reviewed the union's long struggle to get newspaper publishers to first recognize CTDs and then to work with the union.

While administrative and engineering controls aimed at avoiding injury among video display terminal operators has been a part of TNG's collective bargaining program for 15 years, few publishers took the proposals seriously, at least until recently, Eisen said.

Throughout the 1980s, publishers insisted there was no medical evidence to link video display terminal use with serious health effects. A report in 1987 that there were 22 RSI cases at the Los Angeles Times was ignored. Today there are nearly 500 cases, he said.

Finally, in 1991, the American Newspaper Publishers Association termed the RSI outbreak a ''serious concern'' for newspapers and recommended an extensive program of ergonomic and other measures to address it. But with a few notable exceptions, publishers' efforts have been ''grudging, spotty and half-hearted,'' he said.

Among the success stories is the Philadelphia Inquirer, where TNG Local 10 and Philadelphia Newspapers Inc. set up a joint committee that developed a program of ergonomic improvements, education, medical diagnosis, physical therapy, prevention, breaks, exercise and job adjustments.

Of the unit's 1,100 members, some 225 were diagnosed with repetitive strain injury. Through the joint committee's ''early detection system,'' the need for surgery, and resulting lost work time, has been dramatically reduced, the local said.

NIOSH has recommended a comprehensive medical-management program as the most effective way to deal with carpal tunnel syndrome and other repetitive strain injuries, stressing prevention over surgery.

Another success story is Consumer Reports magazine, where a joint VDT health and safety committee has inspected work stations and made ergonomic and other recommendations, all of which have been implemented by management, TNG Local 3 reported.

At a growing number of media outlets, including the Minneapolis Star, Cable News Network, Newsday, Detroit News and others, there is a growing use of voice-activated computers, Eisen noted. But the Detroit Free Press spurned a proposal from the local Guild for a joint committee, he said.

Eisen noted that the extent and seriousness of such injuries among newspaper employees, copy editors and management members and top editors seem finally to have put to rest the accusation that workers suffering from CTDs are ''malingerers.'' ''The New York Times began to pay serious attention to the problem after its managing editor was observed wearing a wrist splint,'' he said.

This is the first in a series of articles focusing on how the epidemic of repetitive motion illnesses affects workers in various industries.

California waylays ergonomic standard

A proposed state standard to help workers suffering from the crippling and painful effects of cumulative trauma disorders has been rejected by California's Occupational Safety and Health Standards Board.

The state legislature in 1993 had passed a measure requiring adoption of a standard ''designed to minimize the instances of injury from repetitive motion,'' to take effect January 1995 as part of an overhaul of the worker's compensation program.

But the board — a six-member panel that acts on standards and regulations developed by CalOSHA — rejected the proposal Nov. 17, citing compliance costs and disagreement over how the problem could best be addressed.

The California AFL-CIO is considering filing suit over the board's failure to implement the 1993 legislative mandate.

The standard would have required employers to conduct work site evaluations, train workers and develop controls to eliminate CTD risks. But it also enabled employers to avoid implementing those controls under an ''undue hardship'' provision.

Joe Dear, assistant secretary of the federal Occupational Safety and Health Administration, said the Clinton administration will continue with efforts to help workers hurt by the crippling illness.

Reich: End of 'corporate welfare' could boost workers

Pointing to corporate profits that rose 45 percent last quarter, Labor Secretary Robert Reich suggested making a target out of ''corporate welfare'' and using the savings ''to help all Americans get better work.''

''Ending corporate welfare as we know it is a worthy goal, made all the worthier if it frees funds for investments in workers,'' Reich said. '' 'Welfare to work,' in the fullest meaning of this phrase — including cuts in corporate welfare to pave the way to better work — offers a powerful theme for the 104th Congress.''

Reich's remarks came in his third and final speech in his series on the ''anxious class'' of workers, a theme he has focused on since Labor Day. This speech came as the administration is grappling with the prospect of dealing with Republican majorities in both the Senate and the House.

The men who will lead the GOP charge in the Senate and the House, Sen. Robert Dole (R-Kan.) and Rep. Newt Gingrich (R-Ga.), have stated that slashing the tax on capital gains will be among the top priorities of the new Congress.

This effort, which would send 72 percent of the tax breaks to the nation's wealthiest 1 percent, would be accompanied by efforts to cut social programs that benefit the middle class.

''Some argue that massive tax cuts for the rich will somehow restore the middle class,'' Reich said. ''We have heard this before: in the 1980s,. . .we learned that public deficits can spur a temporary boom, at the price of long-term indebtedness. The rich got richer. Everyone else's income stagnated or declined, and to this day we are paying the bill.

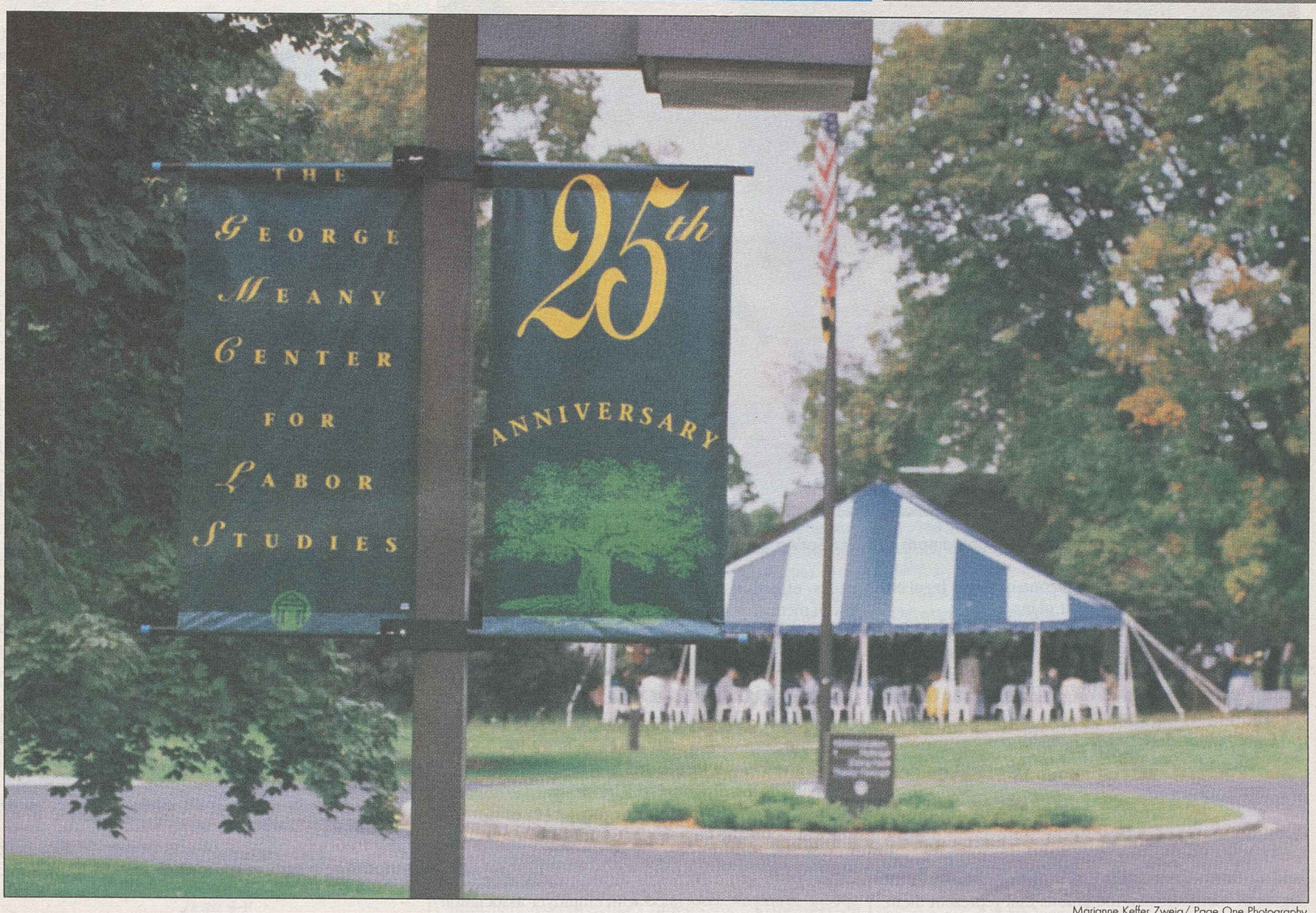
''Let's not whip up another toxic economic potion — a pinch of Laffer, a dash of Darman, the eye of a Newt — that all of us will pay for in the morning,'' he said.

In evaluating the election results, Reich said ''never, never underestimate. . .the potency of a declining paycheck.'' Males without college degrees have had their real wages drop 12 percent since 1979, Reich noted.

''The old middle class has become an anxious class,'' he said, ''worried not only about sustaining their incomes, but also about keeping their jobs and their health insurance.''

''Across America I hear the same refrains again and again and again coming from American workers: 'I have given this company the best years of my life, and they dispose of me like a piece of rusty machinery,''' he said.

Reich spoke at a forum of the Democratic Leadership Council, whose research arm, the Progressive Policy Institute, has identified a number of special tax handouts for particular industries that, if repealed, would save more than $111 billion in five years.



Marianne Keffer Zweig/ Page One Photography

Most institutes convene at the Silver Spring, Md., campus of the George Meany Center for Labor Studies, which held its 25th anniversary celebration this year.

Labor studies keep up with changing world

Keeping up with today's needs, two new titles, "A Union Leader's Guide to Information Technology" and "Dealing with Workplace Violence," are among the 41 institutes offered by the George Meany Center for Labor Studies.

Center programs are scheduled to go west again this summer as part of the Western Semester. No firm dates or site have been chosen.

Workshops described here run from December 1994 through June 1995 at the campus in Silver Spring, Md., except where noted. An application form also is included. All programs, except for the College Degree Program and the Certified Employment Benefit Specialist (CEBS) Programs, are tuition-free. Center programs are open to elected or appointed staff and officers of all AFL-CIO affiliates.

The two new courses, along with other programs in organizing, negotiating, arbitration, communications, labor law and union building, are described more fully in a complete catalog, which is available upon request. The College Degree Program and the Western Semester, once the site is chosen, require a special application form available from the center. Contact the registration office at 10000 New Hampshire Ave., Silver Spring, Md. 20903; telephone (301) 431-6400; or FAX (301) 431-5411.

Any AFL-CIO organization or affiliate wanting to use the center should contact Janis Underwood at the registration office.

ORGANIZING

Organizing Techniques I

Feb. 5-10
April 9-14
June 11-16

An overview of the law, as well as strategies for dealing with anti-union tactics, provides an introduction to basic organizing skills for new union organizers and a refresher course for organizers in the private sector.

Through role-playing and discussion, participants will learn improved communications skills and the application of those skills to meetings, house calls and other one-on-one contacts.

Coordinator: Valerie Ervin

Labor Law for Organizers

April 30-May 5

Experienced national and local staff responsible for private-sector organizing are invited to this program. A separate course is offered for the building trades.

The course emphasizes law as part of organizing strategy, the proper role of the National Labor Relations Act (NLRA) in a campaign, the ability to use the law as leverage and make strategic and tactical decisions. The program also will deal with alternative routes to obtaining recognition, including tactics to obtain voluntary recognition and the legal issues those tactics involve.

Coordinator: Sharon Simon

Internal Organizing

Dec. 11-16, 1994

This institute is for those responsible for organizing and developing the support of existing members or for recruiting new members in established units. The course will rely heavily on developing long- and short-term organizing strategies.

Coordinator: Valerie Ervin

Advanced Skills in Organizing

May 21-26

Co-sponsored by the AFL-CIO Organizing Institute, this course is for organizers who have completed Organizing I, The Organizing Institute Apprenticeship and/or have extensive experience in organizing.

Case studies will be used to analyze recent campaigns in order to strengthen an organizer's strategic and analytical thinking. The sessions also will highlight skills needed to manage people in a campaign, run multiple campaigns, target larger units and train committees and volunteer organizers.

Coordinator: Valerie Ervin

Organizing in the Construction Industry

May 14-19

Building trades organizers get an opportunity to build their skills for local and regional campaigns through this institute. Participants will focus on oral and written communications with members, unorganized workers, contractors and purchasers of construction services; regional survey and targeting techniques; and on-site membership recruitment activity.

Participants will engage in simulations to get hands-on experience in organizing under the guidance of experienced building trades organizers and labor educators.

Coordinator: Robert J. Pleasure

Advanced Organizing Techniques in the Construction Industry

Dec. 12-16, 1994

Experienced organizers will work with a team of labor educators and construction organizers on designing and carrying out a local union education program for members on construction organizing.

Participants will study how to build support for construction organizing from a tested program. The program is jointly sponsored by the George Meany Center, Cornell University and the National Organizing Committee of the AFL-CIO Building and Construction Trades Department.

Coordinator: Robert J. Pleasure

BARGAINING

Certified Employee Benefit Specialist (CEBS) Program

Jan. 9-13
June 5-9

The Certified Employee Benefit Specialist Program consists of 10 courses and corresponding examinations on such topics as life, health and other group benefit programs; Social Security, savings plans and other re-



Marianne Keffer Zweig/Page One Photography

Most students at the Meany Center stay on campus in Silver Spring, Md., during their training

tirement arrangements; and the contemporary legal environment of employee benefit plans.

The 10 courses cover the legal, financial and institutional framework in which employee benefit plans must operate. Emphasis is placed on the fundamental principles underlying the design and operation of individual benefit programs.

Coordinator: Jeffrey MacDonald

Negotiating and Writing Contract Language

June 11-16

Designed to improve skills for developing proposals and writing contracts that will protect and improve the rights of members and the unions that represent them, this institute will discuss uniform principles of contract interpretation.

Participants will discuss the need to revise contract provisions to fit the changing workplace and work force and will be cautioned that management negotiators may come to the table with language proposals that substantially alter the traditional rights of unions and employees.

Coordinator: Sharon Simon

Contract Negotiations: Private Sector

Feb. 5-10

This institute is for full-time officers and staff who negotiate private-sector agreements. Early sessions focus on the role of the chief negotiator at different points in bargaining, including the preparation and design of initial proposals, record-keeping, opening statements, economic bargaining and the ratification process.

Actual bargaining-table tactics, such as the timing and structure of counter-proposals, avoiding bottlenecks, effective communications at the table and the use of mediation will be developed through case studies.

Coordinator: Jeffrey MacDonald

Contract Negotiations in the Construction Industry

Feb. 26-March 3

Union officers and staff responsible for negotiating labor agreements with construction industry employers are invited to this program, which is designed to improve the bargaining skills of union negotiators in an increasingly difficult and complex bargaining environment.

Early sessions will focus on how to manage a negotiation from initial proposals through ratification. The special problems associated with employer association bargaining will be analyzed and discussed with a full review of legal developments in the construction industry.

Coordinator: Donald Spatz

Advanced Bargaining Skills and Strategies

Jan. 22-27

Building on skills taught in organizing techniques and contract negotiations, this program looks at ways to increase bargaining power internally at the workplace and externally in the community and marketplace.

Coordinator: Donald Spatz

Service Contract Act: Collective Bargaining and Organizing

Feb. 21-24

Developed by the AFL-CIO Economic Research Department and offered cooperatively with the George Meany Center for Labor Studies and the AFL-CIO Department of Organization and Field Services, this program is for union officers and staff who either service or organize workers covered by the Service Contract Act.

The Service Contract Act, like the Davis-Bacon Act, is a federal prevailing wage act. It covers private-sector workers providing services to the federal government. Unlike Davis-Bacon, the Service Contract Act provides that a union contract becomes the prevailing wage.

Coordinator: Jeffrey MacDonald

Bargaining Over New Technology and the Organization of Work

March 5-10

Union officers and staff will learn about the choices that come with new methods and machines. Without union input and oversight, management will make changes to its own advantage — deskilling and eliminating jobs.

Participants will explore alternative technologies and humane work systems, with discussion about what foreign labor movements have done. Also explored will be bargaining over change, contract language, arbitration and legal rights concerning new technology and work organization.

Coordinator: Sharon Simon

The Craft of Negotiating

April 23-28

Participants should have extensive experience in negotiating or have taken a basic contract negotiating institute at the George Meany Center before joining this program.

The aim is to improve the skill of the participants in collective bargaining, grievance handling and union administration by looking at other negotiating situations. Negotiating theories are discussed and evaluated.

This institute differs from courses in negotiating techniques by sharpening individual skills and developing tactics for all types of negotiations. Videotaping is used to help participants identify their own strengths.

Coordinator: Jeffrey MacDonald

Employee Involvement and TQM: Developing a Union Strategy

Dec. 4-9, 1994

Many union leaders find themselves faced with management plans for employee involvement, joint labor-management programs or total quality management programs. These initiatives seldom come from management's desire to give workers more say at the workplace, but from the pressure to increase competitiveness, efficiency and quality. What do workers and their unions want and need, and does management's program address these needs?

We will look at how these programs affect union power, collective bargaining and job security. We will explore the options a union has when faced with such programs and what steps the union can take to develop its own agenda for workplace change.

Coordinator: Sharon Simon

Application to enroll in a program at the George Meany Center

To enroll in a George Meany Center program, please complete an application and mail it with payment of $610 to the George Meany Center — $550 will cover the single room and board and $60 will cover the registration fee. The cost for registrants who commute to class is $100, which covers lunches for one week and registration. These prices are subject to change without notice. Checks should be made payable to the George Meany Center for Labor Studies.

All fees will be refunded if notice of cancellation is received two weeks before the start of the program. If cancellation is received less than two weeks before, $440 will be refunded for residents and $40 for commuters.

For more information about any program, call the Registration Office at 301/431-5422 or FAX 301/431-5411.

Center Registrations
George Meany Center for Labor Studies
10000 New Hampshire Ave.
Silver Spring, Md. 20903

Check One
- ❑ Commuting to class ($100)*
- ❑ Single room @ $110 daily ($610)*
- ❑ Double room @ $85 daily/person($485)* with (name) _____

Please specify any disability:

_____

*Total cost for week including registration fee.

Please Print or Type

Please enroll me (course) _____

Dates _____ Enclosed $ _____

(Full payment is required with application)

Name: Mr./Ms. _____

Position _____

Sponsoring Union _____ Local Union Number _____

Business Address _____

City _____ State _____ ZIP _____

Bus. Phone( ) _____ Signature _____ Date _____

If you wish to charge your deposit, the following must be completed:

❑ Visa ❑ Mastercard ❑ American Express

Account Number _____ Expiration Date _____

Amount _____ Authorized Signature _____

Your FAX: _____

Your Internet Address: _____

Other E-Mail Service: _____

E-Mail Address: _____

Send me information on: (please check)

❑ Western Semester ❑ College Degree Program ❑ Labor's Heritage



Brochures available

The George Meany Center for Labor Studies has just released its Winter Semester brochure, the second in a new series that divides the teaching year into semesters. It follows the Fall Semester brochure that was mailed to a number of union leaders. Inside this new format is a poster with courses listed from January through April. To obtain one, write the Meany Center or FAX your request to 301/431-5411.

ARBITRATION

Arbitration: Preparation and Presentation

Feb. 26-March 3
June 4-9

Discussions will focus on what can be arbitrated and on arbitrator selection. This program is for union representatives newly assigned to arbitration and for experienced representatives who wish to analyze and brush up on their techniques.

Since discipline and discharge cases cause more than half of all grievance arbitrations, special attention is paid to their investigation and to the rules arbitrators use in deciding them. Mock cases will be presented before professional arbitrators willing to share their knowledge.

Coordinator: David G. Alexander

Arbitration in the Federal Sector

Jan. 22-27

Although many procedures and practices in private sector arbitration apply at the federal level, significant differences do exist and will be discussed.

Mock cases will be presented before professional arbitrators with experience in the federal sector. The cases will be videotaped and played back for analysis.

This institute is for representatives in federal sector unions who are responsible for arbitration.

Coordinator: David G. Alexander

Advanced Arbitration

April 9-14

Advanced training for grievance arbitration will be provided to help participants improve their techniques.

Exercises in the preparation and writing of post-hearing briefs will be included, as well as discussions to assist participants in examining and cross-examining witnesses.

Participation is limited to those who have attended the basic arbitration institute, or who are experienced advocates in grievance arbitration.

Coordinator: David G. Alexander

Effective Grievance Administration

March 26-31

Participants will be helped to better use the grievance procedure to reach settlements. The course will use all the techniques of the arbitration course — careful preparation of evidence, case analysis, orderly presentation — applied in simulated cases.

Participants will weigh the strong and weak points of the union's case as argued in the grievance hearing and will explore alternatives to traditional arbitration — in particular, grievance mediation.

Participation is limited to graduates of the basic arbitration institute, or experienced advocates in grievance arbitration.

Coordinators: David G. Alexander and Russell Allen

COMMUNICATION

Newswriting and Editing for Union Publications

Dec. 11-16, 1994
March 26-31

Union editors and their staff get professional coaching on what makes newsletters readable and credible, and in the process pick up ideas and resources from other participants.

Daily classes focus on layout and design, newswriting, feature writing, labor laws for editors (from libel to Landrum-Griffin), headline writing, photo editing, mailing tips and resources.

Coordinator: Louise D. Walsh

Effective Writing

Jan. 22-27
April 23-28

Different writing formats, including union correspondence, contract summaries, committee reports, position statements, speeches, leaflets, newsletter articles and public service announcements are examined.

Participants complete writing exercises and revise their own writing each day. Private coaching by professional editors is a central part of this program. Class size is limited to 14.

Coordinator: Louise D. Walsh

A Union Leader's Guide to Information Technology

Feb. 12-17

If you are ready to take the on-ramp to the information superhighway, but lack the horsepower to really get started, this course is for you. Using the AFL-CIO's new LaborNET service on CompuServe, this institute will not only show you what is available in cyberspace, it will also introduce you to working computer-based information services like CompuServe and the InterNet.

The program is especially valuable for union researchers, editors and organizers, or any professional staff with an interest or need to access computer services. You must be using a computer now to be eligible for this course. Class size is limited to the first 20 who register.

Coordinators: David Alexander, Chuck Hodell and Louise D. Walsh

Dealing With Workplace Violence

Feb. 19-24

This course is designed to provide the union leader with useful information to confront the growing problem of violence in the workplace. It will examine evaluating security at the workplace; domestic violence and the workplace; assisting the employee in crisis; dealing with workplace stress and tension; developing effective conflict-resolution skills; the union representative as a target; cooperative labor-management programs; and workplace violence as an occupational safety issue. Case studies and simulations will be used.

Coordinator: David G. Alexander

TV: The Cool Medium

Feb. 21-24

A three-day workshop coaches union leaders who are confronted occasionally by television reporters and television cameras.

Participants will face video cameras in many exercises — a hostile confrontation, a panel discussion, an in-studio interview and 60- and 20-second addresses. These sessions may be tailored to individual unions if an affiliate wishes to train its staff in certain areas.

One session focuses on working with TV reporters while another concentrates on relating to the camera.

Coordinator: Gene Morrill

Dimensions of Leadership

Feb. 26-March 3

This institute explores the nature and tasks of leadership that enable union officials to best accomplish their group's purpose. Participants will explore effective self-management, ethical dimensions of decision-making, leadership styles, the nature and tasks of leadership, administrative responsibilities, conflict resolution and attributes of effective leaders.

This institute is restricted to full-time union officers and staff who supervise others.

Coordinator: Louise D. Walsh

Effective Speaking

April 30-May 5

This workshop focuses on the basics, including preparation for speaking — selecting topics, researching, outlining and editing — delivery of the message with vocal variety, eye contact and audience analysis, and an awareness of time and locale. There will be daily assignments, with a variety of speaking situations, and exercises will be videotaped. Emphasis will be placed on listening skills, helping students become more attentive and responsive.

Coordinator: Gene Morrill

UNION BUILDING

Teaching Techniques for Labor Education

March 5-10

This is a basic program for all union staff who teach in workshops, conferences and other labor education programs. Each student will get practice teaching twice in a small group. The emphasis is on techniques that get participation — using discussion, role-playing, cases, flip charts, questionnaires, video, etc.

Headquarters and field staff who teach from time to time in their specialties will benefit — whether they are teaching grievance handling, organizing, health and safety, women's issues, bargaining, legislation or other subjects important to the union.

This institute is jointly sponsored with the AFL-CIO Department of Education.

Coordinators: Marjorie Rachlin, Susan Washington, Donald Spatz and Diana Linton

Effective Union Action in Civil Rights

April 2-6

The AFL-CIO Civil Rights Department's annual conference is for unionists designated by their union to work in civil rights and women's rights. The conference is useful as well for all union officers and staff interested in this important subject.

Coordinator: Cynthia McCaughan

Union Issues for Working Women

May 21-26

Concerns for female workers are identified while new approaches are explored on how to tap the energy that millions of women bring to the trade union movement .

Participants examine how unions can act on women's issues through organizing, bargaining, contract administration and legislation.

Coordinator: Diana Linton

New Staff Program

June 4-16

New staff will find this two-week program useful. Those who have taken Organizing Techniques I and Contract Negotiations should not enroll. The program seeks to develop personal skills needed to function effectively in the many different roles of a union staff member; to improve planning skills needed to manage a contract negotiation and to organize a campaign to revitalize a local union; and to provide insight into the structure, operation and goals of the U.S. labor movement.

Coordinators: Donald Spatz, Jeffrey MacDonald and Diana Linton

Labor Relations in the Federal Sector

Dec. 12-16, 1994
May 1-5

This week-long institute will provide an overview of important subjects affecting the role of staff and officers in unions representing workers in the federal sector.

Subjects include collective bargaining in the federal sector; grievance handling and arbitration; how to deal with adverse and performance-based actions; and strengthening the union from within.

Coordinator: David G. Alexander

LAW

Unions and the Legislative Process

Jan. 8-13

Union representatives are taught how to be more effective in the legislative process, particularly at the national level, focusing on how to develop grassroots activities, how bills become laws (substantively and procedurally), how to identify and work with allies, and other techniques of legislative advocacy. This course,



Marianne Keffer Zweig/Page One Photography

The center, site of the annual Great Labor Arts Exchange, supports work of labor artists like Mike Alewitz.

co-sponsored by the AFL-CIO Department of Legislation, is recommended for representatives with legislative responsibilities for national unions, local unions or state and local federations.

Coordinator: Donald Spatz

Labor Law in the Construction Industry

March 12-17

The separate treatment the construction industry gets under federal law requires that a specialized course be offered to building trades leaders and staff.

The institute will cover union referral practices; union regulation of work and anti-trust laws; non-traditional economic pressures; corporate change in the employing unit, including the problems of double-breasted contractors, bankruptcies and mergers; union security, union dues and related legal issues; collective bargaining and contract enforcement in multiemployer bargaining units; and ERISA and job-creating investments.

Coordinator: Robert J. Pleasure

Occupational Safety and Health

May 7-12

Union officials are assisted in responding effectively to the complex problems relating to chemical and physical hazards in the workplace through a mix of problem solving approaches: contract negotiations; grievance procedure and arbitration; the National Labor Relations Board; safety and health committees; OSHA inspections; the OSHA appeals process; other government safety and health agencies; and mobilizing community support around health and safety issues.

Coordinator: Donald Spatz

Labor studies go West for sixth year

The George Meany Center for Labor Studies and the AFL-CIO Department of Education again will offer a series of education/training programs this summer on the West Coast, at a site and date to be announced later in the year.

The Western Semester program, now in its sixth year, will include courses in arbitration, effective grievance administration, contract campaigns, labor law in the construction industry, community-based organizing, contract negotiations, organizing techniques I, newswriting and editing for union publications, effective writing, teaching techniques for labor education, one-on-one coordinator training, effective speaking and internal union organizing.

Enrollment is limited to elected or appointed staff and officers of AFL-CIO affiliates. Because of limited space, first priority goes to applicants from west of the Mississippi River.

For more information on the 1994 Western Semester program, please call 301/431-6400, FAX 301/434-0371, or write: Western Semester, George Meany Center for Labor Studies, 10000 New Hampshire Ave., Silver Spring, Md. 20903.

Masters program offered

The University of Massachusetts at Amherst and the George Meany Center for Labor Studies have established a Master of Science in Labor Studies degree with a concentration in union administration — designed to fit a union leader's busy schedule.

For more information write to Prof. Tom Juravich, Labor Relations and Research Center, 125 Draper Hall, University of Massachusetts at Amherst, Amherst, Mass. 01003. Telephone 413/545-2884 or FAX 413/545-0110.

GEORGE MEANY CENTER CALENDAR

Institutes in **bold** type are open to full-time officers, representatives and staff members of all AFL-CIO affiliates. Those in light type are for the listed organizations only.

DECEMBER 1994

3-9
Operating Engineers

4-9
AFSCME

4-9
Employee Involvement in TQM: Developing a Union Strategy

5-9
Air Traffic Controllers

11-16
Internal Organizing

11-16
Newswriting and Editing for Union Publications

11-14
Letter Carriers

11-16
HAZMAT/Teamsters

12-16
Labor Relations in the Federal Sector

12-16
Advanced Organizing Techniques in the Construction Industry

JANUARY 1995

8-13
Unions and the Legislative Process

8-13
AFSCME

8-13
Air Traffic Controllers

8-13
Theatrical Stage Employees

9-13
Certified Employee Benefit Specialist Programs

15-20
Sheet Metal Workers

15-20
Labor Leadership Institute

17-20
AFL-CIO Legal Department

22-27
Effective Writing

22-27
Advanced Bargaining Skills and Strategies

22-27
Arbitration in the Federal Sector

23-27
Transport Workers Union

28-Feb. 3
College Degree Program

FEBRUARY

5-10
Contract Negotiations: Private Sector

5-10
Organizing Techniques I

5-10
Air Traffic Controllers

5-10
United Transportation Union

5-March 4
American Institute for Free Labor Development #183

11-16
Amalgamated Transit Union

12-17
Teamsters

12-17
A Union Leader's Guide to Information Technology

17-20
The Newspaper Guild

19-24
Dealing with Workplace Violence

21-24
Service Contract Act: Collective Bargaining and Organizing

21-24
TV: The Cool Medium

26-March 3
Arbitration: Preparation and Presentation

26-March 3
Contract Negotiations in the Construction Industry

26-March 3
Dimensions of Leadership

26-March 3
Transportation Communications Union

MARCH

4-8
Amalgamated Transit Union

5-10
Bargaining Over New Technology and Forms of Work Organization

5-10
Teaching Techniques for Labor Education

5-10
AFSCME

12-17
Laborers

12-17
Labor Law in the Construction Industry

12-17
AFT

12-17
Iron Workers

18-22
Amalgamated Transit Union

19-25
Bricklayers

19-31
Communications Workers

19-April 15
American Institute for Free Labor Development #184

26-31
Effective Grievance Administration

26-31
Newswriting and Editing for Union Publications

27-31
Transport Workers Union

APRIL

2-6
Effective Union Action in Civil Rights

2-7
Transportation Communications Union

8-13
Amalgamated Transit Union

9-14
Organizing Techniques I

9-14
Advanced Arbitration

17-21
Ladies' Garment Workers

17-21
United Transportation Union

22-May 12
African American Labor Center

23-26
Flight Attendants

23-27
Air Line Pilots

23-28
Craft of Negotiating

23-28
Effective Writing

30-May 5
Labor Law for Organizers

30-May 5
Effective Speaking

30-May 5
AFSCME

30-May 5
Air Traffic Controllers

30-May 27
American Institute for Free Labor Development #185

MAY

1-5
Labor Relations in the Federal Sector

7-12
Occupational Health and Safety

8-12
Transport Workers Union

14-19
Organizing in the Construction Industry

14-19
Sheet Metal Workers

15-19
United Transportation Union

20-25
Amalgamated Transit Union

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Advanced Skills in Organizing

21-26
Union Issues for Working Women

JUNE

3-23
African American Labor Center

4-8
Pennsylvania State Fire Fighters

4-9
Arbitration: Preparation and Presentation

4-9
Air Traffic Controllers

4-16
New Staff Program

5-9
Certified Employee Benefits Programs

10-24
American Institute for Free Labor Development

11-16
Organizing Techniques I

11-16
Negotiating and Writing Contract Language

12-16
Professional and Technical Engineers

18-23
Flight Attendants

19-23
Transport Workers Union

25-28
The Great Labor Arts Exchange

25-30
AFT

UNION NEWS

Postal bargaining heads to arbitration after impasse

By Sharolyn A. Rosier

Postal negotiations have gone to binding arbitration. After months of contract negotiations with postal unions, the U.S. Postal Service could offer nothing better than wage freezes, cutbacks, withdrawal of cost-of-living adjustments and an increase in part-time jobs.

Contracts covering more than 550,000 postal workers represented by the Letter Carriers, the Postal Workers and the Mail Handlers division of the Laborers expired Nov. 20. The arbitration process could take up to six months. By law, postal workers are prohibited from striking.

"The Postal Service's performance was disgusting to hear and degrading to the institution that we are proud to work in," said Letter Carriers President Vincent Sombrotto. "They never intended nor wanted a negotiated contract. All that talk about improving labor-management relations and working as partners for a better Postal Service was just a smokescreen for the real agenda of lower pay, less benefits and tougher working conditions."

APWU President Moe Biller said in an address to members that the USPS work force structure proposal presented to the union "would lead us down the path toward an all part-time work force" by increasing the period during which casual workers could be employed and by increasing the proportion of transitional employees.

Historically, about half of the nationwide postal agreements have been settled by third parties since the postal reorganization statute in 1970 authorized collective bargaining on wages and major benefits. The 1991 contract, bargained when Anthony Frank was postmaster general, also ended in arbitration, but workers retained their COLAs and received a 6 percent wage increase over the life of the contract.

Biller pledged support for the NALC and the Mail Handlers and warned management not to attempt to pit the unions against each other. The NALC had bargained jointly with APWU in past years, but this year convention delegates voted to conduct separate negotiations.

NALC members also gave the union negotiation committee a clear mandate — no COLA and no wage increase means no contract.

Biller said management's failure to put its staffing proposal on the table until days before contract expiration was the chief cause of bargaining's slow pace. Economic proposals had not been exchanged as of Nov. 16 and management bargained for only 30 minutes during the last four days of the contract.

Other USPS proposals included reductions in sick and annual leave, no step increases, lower starting rates for new hires, cuts in night shift differential and Sunday pay and a freeze in uniform allowance.

An NALC counterproposal was modeled after UAW's Saturn agreement with General Motors, which includes flexible work rules. The proposal called for substantial wage increases, an increased COLA and uniform allowance, lunch period pay folded into base pay and a job upgrading for all carriers.

The NALC was frustrated in its hope of an "exploration of real issues" in these talks, including the poor quality of mail service in some major cities, Sombrotto added.

BARGAINING

Drywallers renew contract

In sharp contrast to the months-long struggle to gain a contract two years ago, Southern California drywallers agreed to extend the current contract for one year without re-opening negotiations, the union said.

The extended contract expires Dec. 31, 1995. Wages will remain at 7.5 cents per square foot for half-inch drywall and 8.25 cents per square foot for five-eighths-inch board, according to Gordon Hubbell, contract administrator for the Southern California District Council of Carpenters.

The contract reached two years ago, following a lengthy strike, was the culmination of a grass-roots organizing effort by the mostly Mexican-American drywallers, who complained of low wages, which at times amounted to half the current contract rate, and no health benefits.

IAM, Caterpillar agree

Members of the Machinists working at Caterpillar Inc. overwhelmingly approved a new contract with the earth-moving equipment maker.

The contract covers 2,200 employees at Caterpillar's hydraulics and fabrications plant in Joliet, Ill. The current contract was set to expire April 30, 1995. The new contract takes effect Dec. 4 and continues through April 30, 1999.

The new contract includes full employer-paid health coverage, early retirement increases and wage and lump-sum increases totaling $10 million.

The contract approval comes as negotiators report no progress in talks between Caterpillar and the UAW. Some 14,000 UAW members walked out June 21 in an unfair labor practice strike to force the company to negotiate.

IBEW ratifies GTE pact

The Electrical Workers approved a new three-year agreement with GTE North that increases wages by 11 percent.

The 1,650 employees in Michigan, represented by IBEW Local 1106, will receive a 3 percent wage hike retroactive to Aug. 4 and 4 percent in each of 1995 and 1996. Wage rates among covered employees range from $10.06 per hour to $19.55.

Job security was a major issue, according to Bob Edmonds, Local 1106 business manager. The IBEW unit has lost nearly half its members since the early 1980s, he said. To address the problem, the new contract requires that layoffs reflect multi-site seniority.

Accord reached at Sun-Times

Members of the Newspaper Guild and the Chicago Sun-Times agreed to a tentative three-year agreement Nov. 7. The proposed contract, which runs until Sept. 30, 1997, includes a pair of 2 percent raises in the first year and 2.5 percent hikes in each of the remaining years.

AFSCME, IBT score big at hospitals

Job security, pension gains mark innovative accords

By Sharolyn A. Rosier

Two unions are celebrating new contracts with special job security provisions for some 4,000 union members at hospitals in Philadelphia and Providence, R.I.

In Philadelphia, AFSCME's District 1199C agreed to a new five-year contract six months before the expiration of the old one, providing innovative job security for 2,000 workers, both full-time and part-time, at the Hospital of the Medical College of Pennsylvania and Hahnemann University Hospital.

The Teamsters, meanwhile, gained a first contract with Rhode Island's largest private employer, Rhode Island Hospital, that provides job security for health care workers through labor-management committee deliberations.

The contracts in Philadelphia and Providence, R.I., come at a time when corporate focus on higher profits in the health care industry threatens the quality of patient care and working conditions for workers in many hospitals.

The contracts come at a time when corporate focus on higher profits in the health care industry threatens the quality of patient care and working conditions for workers in many hospitals.

The new Philadelphia pact, effective July 1, 1995, includes pay raises totaling 16 percent by the year 2000, job security provisions and better pension and medical benefits. The contract also lays the foundation to extend the agreement to cover an additional 8,000 hospital workers.

Under the contract's new job security program, workers who are laid off will be entitled to as much as 80 percent of their salary and health coverage for up to one year, drawing from a Job Security Fund built from contributions by the hospital and workers.

If a hospital transfers a union member to a lower-paying position or reduces the employee's hours as a result of restructuring, that employee's base weekly pay will not be reduced. Union membership will be portable wherever union and non-union jobs are consolidated.

"This is a groundbreaking contract and a win-win situation for our members and for the health care industry," said AFSCME 1199C President Henry Nicholas. "It recognizes the need for long-term stability in the health care industry while protecting retirees, experienced employees and workers affected by job restructuring."

Part-time employees also gained ground. They now will be covered by the Job Security Fund in the event of layoff, if they meet established criteria. Further, all employees who have worked an average of the regular full-time workweek for any consecutive four months will become full-timers.

Retiree benefits also were significantly enhanced. Beginning next July, retirees aged 62-64 with at least 20 years of service will be provided the same medical coverage as those who have reached age 65. These benefits include medical, hospital, anesthesia, drug, vision care and private-duty nursing.

Pension improvements also will provide more security for retirees. A $2.5 million retirement incentive plan will be implemented and the retirement age will be reduced from 65 to 62. Retirees also will receive the same percentage increase as working members.

Meanwhile, the first contract for members of the IBT Local 251 includes major improvements in pay, benefits and working conditions. The IBT and the AFT had coordinated their organizing activity at the hospital, gaining support of local political leaders, clergy and community organizations. AFT gained a first contract for 1,600 registered nurses last July.

"At a time of downsizing and cutbacks in health care, these workers have won a major victory that will help them provide the best quality care for their community," said IBT President Ron Carey.

Under the two-year agreement, the 1,700 service and maintenance workers will receive pay increases totalling 9 percent — a 2 percent raise retroactive to Oct. 1, another 2 percent retroactive to their anniversary date, 2 percent on Oct. 1, 1995, and 3 percent on their 1995 anniversary date. About 100 skilled maintenance workers will receive a 4 percent raise in the first year and 5 percent in the second year.

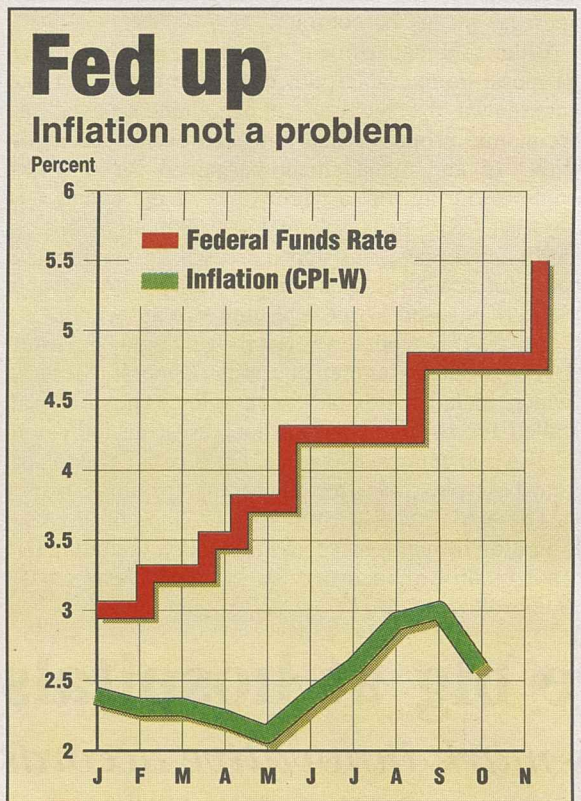
The agreement provides longevity bonuses for workers with more than 20 years of service, two additional sick days and a formula to ensure that workers receive overtime pay after eight hours per day.

The agreement also stipulates that the hospital will negotiate substantial improvements in health care and pension benefits. Negotiations on health care and pensions must begin by April 1, 1995, and end in agreement no later than July 1, 1996. Health care copayments cannot increase over the two years of the contract. Pension improvements will be retroactive.

The hospital must form a labor-management negotiating committee 90 days before any job is removed or reduced. Any changes in the hospital's structure — such as "mergers, acquisitions, consolidations, future facilities or expansion" of services through PPOs or HMOs — "must achieve employment goals that provide the highest quality of care and maximize employment at the highest possible conditions," the agreement states.

The hospital also must form labor-management committees to allow employees to participate in decisions about staffing, working conditions and related terms of employment that affect quality of care.

DATA



The Federal Reserve Board raised the interest rate for the sixth time since February — by three-quarters of a percent — because of worries about inflation. While bond traders may be concerned about inflation, however, the Consumer Price Index for urban wage earners and clerical workers shows a very moderate rate of growth in retail prices.

Consumer Price Index	
October	+0.1 percent
Producer Price Index	
October	-0.5 percent
Real Weekly Earnings (1982 Dollars)	
September	$255.05
October	$258.93
Change	+1.5 percent
Housing Starts	
October	-5.2 percent

AFL-CIO NEWSGRAFIC

Bad year for NAFTA

One year after Congress voted to clear the way for a North American Free Trade Agreement, the United States is more than $2 billion deeper in the hole in combined trade with Canada and Mexico. The cumulative U.S. trade deficit with North America stood at $7.9 billion, compared with $5.8 billion at this time last year.

The surplus with Mexico has increased a mere $71 million, from $1.725 billion to $1.796 billion, while the deficit with Canada has grown from $7.5 billion to $9.7 billion, Commerce Department figures show.

The monthly U.S. trade deficit with North America went from $885 million in August to $1.4 billion in September.

The merchandise trade surplus with Mexico shrank from August to September, from nearly $70 million to $37 million. The deficit with Canada increased from $954 million to $1.446 billion.

Good jobs on decline

Even as jobs become somewhat more plentiful, their desirability decreases.

The Job Quality Index, a measure designed by the Center for National Policy to monitor changes in national compensation, charted a gain of 0.21 percent in October, thanks to the growth in the total number of jobs.

However, the average compensation component of the index fell for the second month in a row, by 0.2 percent.

Throughout the recovery, the index has recorded job growth consistently offset by a net shift toward lower-paying job categories.

Fed ignores 'Fed-up' citizens

Inflation-wary board straps economy with higher rates

By David Kameras

Inflation isn't the problem. The Federal Reserve Board is the problem.

Hundreds of citizens shouted that message outside the central bank as its Federal Open Market Committee met in Washington Nov. 15 to raise interest rates for the sixth time since February.

The 0.75 percent increase exceeded the expectations of even the Fed's foremost supporters and will have a chilling effect on job growth, business investment and consumer spending by raising the cost of borrowing money.

Protesting that Americans are "Fed up" with a monetary policy that actively curtails economic growth and jobs in order to control a phantom inflation, representatives of organized labor, unemployed workers, farmers, economic analysts and others rallied at the bank's headquarters to call attention to yet another rate increase.

"Some of us have a hard time understanding why it's bad news that more Americans have jobs," AFL-CIO President Lane Kirkland said the day before the rally in a Washington Post guest article. He said the reasoning from the Federal Reserve bankers covers up the real intent, keeping wages down.

Kirkland cited the decline in worker buying power in recent months and years and said there is no evidence of "what the economists call wage-push inflation."

The Federal Reserve committee members "have been looking for evidence of inflation for the past year, and they can't find it," said Jeff Faux, president of the Economic Policy Institute (EPI). "We've got a pre-emptive strike against inflation that's not there."

"A handful of unelected financiers . . . are poised to take action" to make life harder for unemployed and working Americans, charged Service Employees President John J. Sweeney.

The Federal Reserve Board is required by law to work to reduce unemployment. It is acting, however, "to cut the legs out from under a still faltering economy," Sweeney said.

Sen. Byron Dorgan (D-N.D.) called the central bank "the last dinosaur in our government," one that is "of, by and for the autocracy" and unaccountable to anyone else.

"The Federal Reserve Board in secret serves the interests of the market," he said. If Willie Sutton had known about the Fed, "he would never have cracked a safe."

"This is a temple, and the people inside worship Wall Street," said Faux, calling the Fed the least accountable institution in America.

Lester Thomas, an unemployed Sheet Metal Worker from Philadelphia, also had a message for Fed chairman Alan Greenspan: "You listen, or we'll make you listen."

A number of leading economists and business leaders met in Washington Nov. 11 to call into question the Fed's persistence in raising short-term interest rates.

Preston Martin, former vice chairman of the central bank, said the notion that American businesses are raising prices during the slowest recovery in a long time "is simply not realistic."

Former American Express chairman James Robinson speculated whether "the central bankers of the world are fighting yesterday's war." Inflation is not a problem today or in the foreseeable future, he said, but "perception is reality."

Monetary policy is controlled by bond traders living in high-rises, far removed from what is taking place in the economy, Robinson said.

Jerry Jasinowski, president of the National Association of Manufacturers, agreed that there is no significant pressure on wages at this time — 12,000 manufacturers say inflation is not a problem now.

"Monetary policy is a meat-axe — it's not a scalpel," added the EPI's Dean Baker.

In fact, said Lawrence Mishel, also of EPI, families experienced a four-year decline in income between 1989 and 1993. There is a "real disconnect between economic growth" and a family's well being. If you can't imagine people saying to their boss, "I want a 5 percent raise or I'm leaving this job," there is no wage inflation, he said.

Workers aren't able to keep up with the cost of living, said AFL-CIO chief economist Rudy Oswald. When inflation-adjusted wages fall, that means someone else is taking a bigger share, with money going towards higher profits and compensation for corporation executives.

In the meantime, rising mortgage rates price workers out of their dream to own their own home, he said. A family with a $39,000 income can qualify for a loan to buy a $150,000 house at 7 percent interest, Oswald noted, but would only be able to afford a $130,000 dream home at the present 9 percent rate.

A recent paper by the Center for National Policy argues that manufacturing sector-driven economic indicators exaggerate the prospect for inflation.

"Wall Street . . . is missing the picture," authors Andrew Harless and James Medoff say. "The empirical evidence supports the public's perception of a still struggling economy, and . . . higher interest rates are unnecessary." Further, they maintain, "Unemployment has no independent impact on wage growth or price inflation."

Earnings recoup some as prices moderate

While the Federal Reserve Board has sought to douse the inflation fire, the most recent figures from the Commerce Department indicate very little inflation to douse.

The Consumer Price Index for urban wage earners and clerical workers edged up a mere 0.1 percent in October, seasonally adjusted, repeating the pattern set the month before and bringing the unadjusted 12-month figure to 2.6 percent.

Meanwhile, seasonally adjusted real average weekly earnings rose 1.5 percent in October, with overtime still a major factor in earnings growth, the Bureau of Labor Statistics reports.

Real average weekly earnings for the year, in unadjusted terms, are up by the same 1.5 percent. Average weekly hours have increased 1.2 percent from a year ago, as employers continue to hold back on hiring new workers.

Adjusted real average weekly earnings have edged up only 1.7 percent over the course of the current economic recovery, which began in March 1991.

In unadjusted terms, earnings have fallen 2.2 percent over five years, 4.3 percent over ten years and 9.9 percent over 15 years.

Retail food prices were unchanged and energy prices were down during October. Gasoline fell 1.3 percent and fuel oil declined 2 percent.

Prices for new vehicles edged down 0.1 percent, while public transportation fares plummeted 1.6 percent. Large increases were posted in used cars (1.4 percent) and medical care (0.6 percent).

Wholesale prices as measured by the Producer Price Index, which predicts future retail prices, fell 0.5 percent for finished goods in October, the Commerce Department reported. It reflected declines in both food and energy and was the second in two months.

Fresh fruit dropped 9.2 percent and eggs were down 8.6 percent. The average increase for all food prices over the year was 0.6 percent.

Wholesale gasoline prices also dropped sharply, down 5.8 percent and 2.5 percent over the year, and fuel oil declined 6.0 percent, down 11.8 percent for the year. Natural gas for residences dropped 1.2 percent for the month, 2.9 percent for the year, while electricity moved up 1.7 percent, still representing a decline for the year of 0.8 percent. Although coal prices went up 0.9 percent, they were down 2.9 percent from last year.

Wholesale prices for passenger cars plummeted 2.6 percent in October. Capital equipment prices dropped 1 percent for the month, and consumer goods were down 0.3 percent.

Large one-month increases were posted in phosphates (2.8 percent), wood pulp (9.1 percent), gypsum (3.1 percent) and aluminum base scrap (13.1 percent).

UNION NEWS

Casual furniture boycotted

At the request of the Electronic Workers, the AFL-CIO has placed Telescope Casual Furniture, Inc., on its national boycott list.

Furniture workers from IUE Local 36FW struck Sept. 15 after the company had demanded wage concessions that would average $5 per hour, mandatory overtime, no seniority or job bidding and a unilateral management decision to change insurance carriers.

"We hope a boycott will bring the company back to the bargaining table to negotiate a fair agreement," said IUE President William H. Bywater.

The Granville, N.Y., company manufactures director's chairs and patio, lawn and casual furniture.

Firemen, Oilers join SEIU

The Firemen and Oilers voted Nov. 20 to merge with the Service Employees, bringing its 27,000 members under the umbrella of the million-member SEIU.

Under a charter to become effective next February, the IBF&O would become the Firemen and Oilers Conference of the SEIU.

While 20 percent of IBF&O members work in its original jurisdiction in the railway industry, 80 percent are in jobs in office building services, school maintenance, health care, public employment, and food and beverage production — all jobs where SEIU also has members.

"Our unions have a great deal in common, especially a commitment to organizing new members," said IBF&O President Jimmy Walker.

SEIU President John J. Sweeney welcomed the vote, saying, "through this affiliation, our collective voice will be even stronger."

More runaway ships

The Maritime Administration has given the green light to the nation's second-largest liner ship operator to register six new ships under a foreign flag, thereby evading a legal requirement to hire U.S. citizen crews. At least 200 seagoing jobs are at stake.

The ships currently are being built for American President Lines in German and South Korean shipyards.

Five maritime unions decried APL's move as a demonstration of "a lack of faith in America's future by hauling down the American flag and replacing it with that of a runaway registry . . . providing an escape from U.S. wages, taxes and safety standards."

APL and Sea-Land Service, the largest carrier, have long sought to convert portions of their existing U.S.-flag fleets to foreign registry. The administration had kept their applications on hold while Congress debated a new maritime promotion program strongly backed by the AFL-CIO. The program passed overwhelmingly in the House, but stalled in committee before the Senate could act.

The Maritime Administration has stipulated that the new ships be put into the U.S. fleet if maritime reform is passed by the next Congress.

"Flagging under a foreign registry reduces America's work force and assurances that dependable, skilled shipboard personnel are always available in peace and in times of crisis," said the union statement, signed by five maritime union presidents, including AFL-CIO Vice President Michael Sacco, president of the Maritime Trades Department.

Family leave enforced

The Labor Department said it has resolved more than 90 percent of the violations found in the first 14 months of the Family and Medical Leave Act. The department received 1,721 FMLA complaints during the first 14 months after the effective date of the act.

Wage-and-hour investigators successfully resolved cases, including granting FMLA leave to 178 employees and restoring jobs to 232 employees.

"We will continue vigorous enforcement efforts and, where cases have not been satisfactorily resolved, we will consider all options available to protect the rights of employees under the law," said Bernard E. Anderson, assistant secretary of labor for employment standards.

The Family and Medical Leave Act allows eligible workers up to 12 weeks of unpaid, job-protected leave for specified reasons, such as the birth or adoption of a child, care of an immediate family member with a serious health problem or a serious health condition preventing the employee from doing his or her job.

Janitors backed by court order

It was a major coup within the system for SEIU's Justice for Janitors, which has relied on a street-wise, non-traditional organizing campaign.

The Service Employees' Justice for Janitors, which has won union rights for thousands across the country through a street-wise, non-traditional organizing campaign, pulled off a major coup within the system — a federal injunction ordering a company to stop threatening and coercing union activists.

In the first such decision in more than 20 years by the U.S. District Court in the District of Columbia, Judge Paul Friedman also ordered United States Service Industries, a janitorial service in Washington, to rehire workers it had fired for union activity.

The injunction, sought by the National Labor Relations Board, also requires the company to post copies of the order in English and in Spanish at all locations cleaned by USSI and to send the order to all employees.

"The judge issued the order after years of USSI flagrant, repeated abuse of its workers' rights," said Jay Hessey, executive director of SEIU Local 82. "The order makes it clear that this renegade firm continues to mock our legal system."

For 10 Latino janitors, the decision by Judge Friedman will mean reinstatement to the jobs they held with USSI prior to being fired for union activity in 1993 and 1994.

"I was expected to clean 26 bathrooms every night in just six hours," said Maria Ester Treminio, one of the fired workers. "I had to scrub the urinals in the men's rooms by hand until all the stains were gone. Even when I wore gloves my hands peeled because of the chemicals.

Treminio and other workers have turned to the union for support. She was fired after she allowed her name to be used in a SEIU report to D.C. Mayor Sharon Pratt Kelly.

Janitors employed by the company earn between $5.25 and $5.50 an hour, with no health insurance and few other benefits. When the workers began joining the Justice for Janitors effort, USSI management reacted with a fierce anti-union drive — harassing, threatening and firing union sympathizers.

In 1990, the union filed a series of unfair labor practice charges against USSI with the NLRB and subsequently struck several office buildings cleaned by the company. USSI retaliated by firing 35 workers, which resulted in more unfair labor charges by the union.

After a three-and-a-half-year process slowed because the company refused to even comply with subpeonas, Administrative Law Judge Claude Wolff ruled in April 1994 that USSI was guilty of illegally firing the strikers, paying bonuses to non-union workers for strikebreaking activities and threatening others.

USSI appealed the decision to the NLRB, which rejected the appeal in September 1994. The firm was ordered to reinstate the 35 strikers with full back pay.

USSI, one of the oldest cleaning companies in the D.C. metropolitan area, employs 1,400 janitors who nightly clean more than 50 office buildings in the downtown area and in the suburbs, including the Environmental Protection Agency, the Justice Department, the Democratic National Committee and the Securities and Exchange Commission.

NEWSMAKERS

Utah AFL-CIO President **Ed Mayne** was elected to the state senate by the largest vote margin for any candidate in the state. Mayne, who will replace retiring state Sen. **Paul Fordham** (D) in the 11th district, ran against Republican **Craig Hall,** a Murray City attorney. Mayne attributed the victory to his family and supporters walking door-to-door through the entire district. The state legislature is a part-time job in Utah and Mayne will continue as president of the state AFL-CIO.

Dagoberto Gilb is a Carpenter who also happens to be one of the hottest new writers in the country, winner of several recent awards, including the Hemingway Award for his collection of short stories, "The Magic of Blood." Gilb, who met recently with labor editors in Washington, writes about working-class Americans — mostly Chicanos and many of them in construction. The Los Angeles native bemoaned the fact that "we are losing the tradition of honoring the people who do physical work." He recently published a first novel, "The Last Known Residence of Mickey Acuna," which was released by Grove Press.

The Ladies' Garment Workers hosted a celebration for 200 members who recently received their U.S. citizenship. The celebration was part of the union's immigration project, designed to serve the needs of members and their families. "With the anti-immigration mood spreading, we just wanted our members to know that they are welcome here," said ILGWU Education Outreach Coordinator **Nancy Lorence.**

DEATH

Alabama State AFL-CIO President **James E. Albright** died Nov. 11 after suffering a heart attack. He was 57.

Albright, who began his career with the Electrical Workers, served as president of the Tuscaloosa and Alabama Building and Construction Trades Council before being elected executive vice president of the state federation in 1981. He was elected president in 1993 after **A.G. Trammel** was appointed to the state labor commission.

Albright is survived by his wife and two sisters.

RESOURCES

AFL-CIO Union Privilege has moved. The new address is 1125 15th St. N.W., Suite 300, Washington, D.C. 20005. Telephone 202/293-5330.

PUBLICATIONS

An extensive **collection of contract language** from recent bargaining is available at the George Meany Center Memorial Archives. The contracts are from the personal files of Leon Lunden, who retired recently from the Bureau of Labor Statistics. Unionists with bargaining responsibilities can learn more about the contracts by contacting Stuart Kaufman at the Meany Center, 10000 New Hampshire Ave., Silver Spring, Md. 20910.

Lost Your Job Since NAFTA? A Workers Guide to the NAFTA Transitional Adjustment Assistance Program provides information on how workers can take advantage of TAA in the event of job loss. Contact the AFL-CIO Human Resources Development Institute, 815 16th St. N.W., Washington, D.C. 20006.

No More Candy Store is a 160-page book that explores how states can make economic development programs benefit working people without huge tax breaks and subsidies to big corporations. The book costs $24. Contact the Foundation for Industrial Retention and Renewal, 3411 West Diversey, Room 10, Chicago, Ill. 60647.

AIDS/HIV in the Workplace: A Fact Sheet for Employees provides an explanation of what AIDS and HIV are, how the disease is transmitted and how the disease affects the workplace. Copies must be ordered in bulk, with prices ranging from 95 cents each for 50-99 copies to 35 cents each on orders of 50,000 or more. Contact BNA Books, P.O. Box 6036, Rockville, Md. 20850-9914, or telephone 800/372-1033.

Changing Work: A Union Guide to Workplace Change is a new guide published by the AFL-CIO Human Resources Development Institute that includes information about new work systems, the union's role in change and a toolbox for the new workplace. Copies are $5 each for 1-9 copies and $4 each for 10 or more. Contact HRDI, 815 16th St. N.W., Washington, D.C. 20006.

CONFERENCES

The A. Philip Randolph Institute has announced the following regional conferences next year: Western Region, Jan. 20-22, Benson Hotel, Portland, Ore.; Southern Region, Feb. 3-5, Sheraton Charleston Hotel, Charleston, S.C. Registration is $80 for each conference. Contact Marnette Rice at 202/289-2774.

Unions ratify San Francisco newspaper pact

Continued from Page 1

percent a year or about $105 a week in pay and benefits over the life of the pacts, the unions said.

A major issue in the strike was the management proposal for a new delivery system that would have consolidated drop-off points, eliminating as many as 150 drivers and 900 youth carriers. The new contract limits management's ability to replace full-time jobs with part-time work that offers less security and fewer benefits. In return, the newspaper owners won the right to reduce the number of drivers through attrition, Chin said.

Individual unions won key provisions, including seniority protection for Teamsters, part-time work schedules for Newspaper Guild employees with children under kindergarten age and pay raises for librarians. The companies also agreed to an ergonomic study to determine the cause of injuries at the Union City plant and guaranteed that printing presses would be operated only by union members.

Cuthbertson credited a corporate campaign coordinated by AFL-CIO staff organizer George Curtin as the key to a quick ending of the strike. Curtin provided assistance on previous strikes at the New York Daily News and the Pittsburgh Press.

As a result of the campaign, more than 130 advertisers pulled their ads from the newspapers. Meanwhile, the strikers' alternative newspaper, the Free Press, took in enough advertising to pay for itself.

The strikers received support from the religious community and several high-profile backers, including author Anne Rice and all the columnists from both papers.

Community subscribers calling to cancel their subscriptions so swamped the phone lines Nov. 4 that Pacific Bell had to shut down service for three hours to the Newspaper Agency, which handles business matters for the two newspapers under a joint operating agreement.



CNU photo

Age was no barrier on the picket line at San Francisco's daily newspapers, as even the youngest rooted for the workers.

The companies threatened to hire permanent replacements for the strikers if they did not return to work by Nov. 9, but extended the deadline daily as negotiations progressed.

Management also hired two notorious union-busting firms, the lawyers from King & Ballow and the security guards from Huffmaster Associates Inc. Nashville-based King & Ballow provided counsel to management during the New York Daily News strike and was responsible for a strategy to erect an alternative printing plant surrounded by barbed wire.

The unions involved include eight locals of the IBT, TNG, Communications Workers and Graphic Communications Union.

87-day strike in Portland ends with new accord

Some 7,000 grocery clerks and meatcutters returned to work Nov. 14 after gaining a new contract that ended an 87-day strike and lockout by Fred Meyer Inc. and several other major grocery stores in the Portland, Ore., area.

Members of Food and Commercial Workers Local 555 approved the new three-year agreement that includes a 2.5 percent pay raise in each year and the maintenance of employer-paid benefits.

Experienced grocery clerks will earn $12.50 per hour and meatcutters $14.69 with the initial raise. The company pays an additional $1.53 per hour for employee health, dental and pension benefits.

The major issues in the strike were seniority scheduling and the union's request for a guarantee of a certain number of fulltime employees. Under the agreement, managers will for the first time consider seniority when setting work schedules and senior clerks have more leeway in filling out a full workweek.

The strike began Aug. 18 when 2,300 UFCW members walked out after failing to reach agreement on a new contract with the Food Employers Group, a multiemployer association. The union selected Meyer, a superstore chain based in Portland, as its target in the strike. Some 1,200 Teamsters joined the strike and eventually reached an agreement with Meyer Oct. 24.

When the Meyer workers walked out, the other employers in the association locked out their union-represented workers. The other major grocery stores include Safeway Inc., Albertson's Food Centers, Kienows Food Stores and Thriftway Stores Inc. All the employers operated with replacement workers during the strike.

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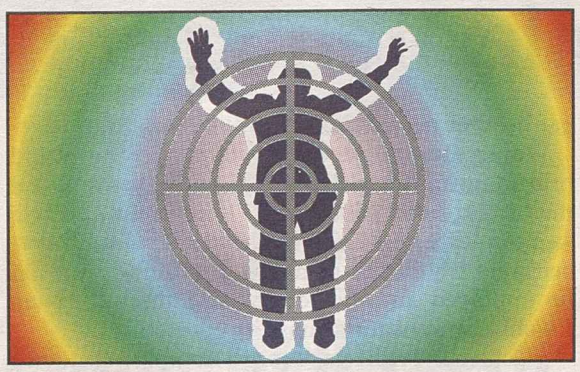
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Workers are targets of assaults on the job. **See FOCUS, Page 5.**

AFL-CIO NEWS

VOLUME 39, NUMBER 26 DECEMBER 12, 1994

Decatur hangs tough

Workers press 3 strikes against corporate greed

By James B. Parks

The holiday season will be short on cheer but long on spirit in Decatur, Ill., where striking workers are taking to the streets and to the political capitals as they press their effort to win fair contracts from three Grinch-like companies.

The presidents of the striking locals at Caterpillar and Bridgestone/Firestone and locked-out workers at A.E. Staley Manufacturing were scheduled to meet with Illinois Gov. James Edgar (R) Dec. 9 to present proposals and challenges to end the disputes.

The meeting is just one of a series of activities planned to involve both the community and the government in settling the long-running disputes that involve almost 4,000 people — about 7 percent of Decatur's entire work force.

Workers planned a rally Dec. 7 in Decatur to focus attention on the need for solidarity and to bolster growing community support. A caravan from 13 different locations around the country will roll into Decatur on Dec. 20 with food and money to help workers through the bleak holiday season.

''Santa Claus may be skinnier this year than normal, but we'll make it,'' said Dan Lane, a member of Paperworkers Local 7837.

Some 760 UPIU members, formerly Allied Industrial Workers, have been locked out at Staley for 18 months. About 2,000 UAW members walked out at the local Caterpillar plant in June and 1,200 Rubber Workers struck Bridgestone/Firestone in July. There are about 5,000 URW members on strike nationwide at Bridgestone/Firestone and Pirelli Armstrong in what has become the longest strike on record for the union, surpassing a 141-day strike in 1976. The nationwide Caterpillar strike involves some 14,000 UAW members.

The URW has scheduled a special convention for Jan. 24 in Las Vegas to address strengthening the union's strike fund, which has dwindled because of the two disputes. The fund was replenished in November with the help of other unions.

No talks are scheduled in either the Caterpillar or Bridgestone/Firestone strikes. Talks between the UPIU and Staley may resume within two weeks, a federal mediator said. But it would be a mistake to assume the sides are any closer to agreement, said

Continued on Page 8



Dexter Arnold/Union Labor News

Unionists from throughout the Midwest join striking workers in recent march through Decatur, Ill.

'Free trade' drumbeat drowns out voice of workers

Worker rights issue again is overlooked in Americas summit

By David Kameras

The United States is squandering an opportunity to spotlight the concerns of working families, the AFL-CIO said, expressing regret that President Clinton and Latin American leaders rebuffed efforts to place worker rights on the agenda for the Summit of the Americas.

The Dec. 9-10 conference, which brought heads of state from throughout the hemisphere to Miami, was to focus instead on the rights of corporate investors and the protections they desire as they expand trade in the region.

''Freedom of association and the right to organize and bargain collectively, as well as minimal workplace standards in such areas as safety and health and child labor are ignored. But intellectual property rights, investments and other items on the corporate 'wish list' are extensively protected,'' said AFL-CIO Secretary-Treasurer Thomas R. Donahue.

Particularly troubling, Donahue said, is the administration's design to extend the North American Free Trade Agreement into Latin America, beginning with Chile, cementing a flawed arrangement that has shunted workers and environmental issues to the fringes of the process.

''We have argued for months for a bilateral agreement with Chile, which could set new standards for decency in trade matters,'' he said.

The administration's plan also was opposed by House Majority Leader Richard A. Gephardt (D-Mo.), who wrote Clinton urging that he pursue trade policies that ''are not simply viewed by the public as promoting the interests of multinational corporations at the expense of our workers.''

Gephardt called for the administration to seek bilateral agreements ''with each country as they show their readiness to accept the terms and conditions of a free trade agreement,'' including worker rights and environmental standards.

Gephardt, who this year introduced legislation authorizing fast-track negotiating authority for bilateral talks with Chile that includes worker and environ-

Continued on Page 4

GATT passage puts American jobs on fast track overseas

Congress added to the anxieties and frustrations of working people, so clearly evident in the November elections, by passing legislation to implement a new multilateral trade agreement that will send more U.S. jobs overseas.

Passage of the General Agreement on Tariffs and Trade in the House Nov. 29 and in the Senate Dec. 1 was ''a serious miscalculation,'' AFL-CIO Secretary-Treasurer Thomas R. Donahue said.

''Obviously, Congress didn't hear the message of the elections — that working Americans are concerned about losing jobs, losing wages and losing their place in the nation they built,'' Donahue said.

''Members who supported GATT chose the interests of business and multinationals over the livelihoods and economic stability of working Americans and their families,'' he said.

After the House approved the measure by a 288-146 vote, the Senate returned two days later to pass the bill 76-24 — first agreeing, 68-32, to waive budget rules that would have required new taxes to make up for the loss in tariff revenue that GATT will impose.

''This vote tells working Americans that it's okay to bust the budget, but only when it benefits corporations and investor interests,'' Donahue pointed out.

Workers in the U.S. needle trades will be especially hard hit by the multilateral trade agreement, which ''will put the 1.6 million workers in the textile and apparel industry — along with millions of other U.S. workers — in direct competition with child laborers and oppressed workers earning less than one dollar a day throughout the world,'' said Jack Sheinkman, president of the Clothing and Textile Workers.

The upshot of the agreement, he predicted, is that ''more U.S. workers will fall below the poverty line.''

''We regret that the U.S. government is once again poised to sacrifice working people on the altar of free trade, a policy that has already cost more than one-half million jobs in our industry alone over the past 20 years,'' said Ladies' Garment Workers President Jay Mazur.

Continued on Page 4

Survey: Workers want bigger role, don't get it

By Rex Hardesty

If U.S. labor laws were neutral, and only workers made the decision on union representation, the nation would have three times as many private-sector union members as it does now.

That's a conclusion from the Worker Representation and Participation Survey of 2,408 working Americans by Professors Richard Freeman of Harvard and Joel Rogers of the University of Wisconsin.

The AFL-CIO welcomed the survey "as new and important proof of the extent to which our labor and employment laws have failed to keep pace with the needs of working men and women in this country," said David Silberman, the director of the federation's Task Force on Labor Law.

"The survey confirms what has long been apparent: there is a wide gap between the degree of influence that workers have and want in the decisions that affect their working lives. And workers want an independent voice that is heard on the job."

Among the workers surveyed, in private-sector units of 25 or more, 40 percent said they would vote today for a union in their workplaces. Sixty-seven percent of the African-Americans said they would vote for a union. Current figures show 15.8 percent of the workforce unionized — 37.7 percent in the public sector and 11.8 percent in the private sector.

"Support for independent representation is frustrated by a legal system which makes such representation inaccessible for most working men and women," Silberman said. "As the survey shows, most managers do not want their workers to organize and workers know that.

"And workers fear that management hostility makes it impossible for employee organizations to be effective. As a result, only 10 percent of working men and women feel confident that they can achieve the influence they want over the decisions affecting their working lives."

Seventy-three percent of those surveyed — both union and non-union — want non-confrontational participation in the workplace. "I read the data as people not being fools," Rogers told reporters at the Dec. 5 unveiling of the study. "They recognize that management is dominant in the workplace."

Indeed, one-fourth said they expect employers to go as far as violating the law by using threats or abuse to prevent their employees from having real representation.

As expected, 90 percent of union members reiterated their support for the union. But even managers showed surprising appreciation of unions: 64 percent say the union makes its members' worklife better; 27 percent report the union at their workplace helps company performance; 29 percent see no effect; 25 percent say it hurts a little and only 12 percent think it hurts a lot. Only "low- and mid-level" managers were included in the survey, but two-thirds of them said they know it's their job to help keep the workplace "union free."

The 2,408 interviews meant a national sample about twice the normal size, with respondents put through a 26-minute interview. The three core questions were: do employees want greater representation, what do they see as essential to attaining their desired level and what solutions do employees favor to resolve any gap between their desire and what they currently have.

Workers leave no doubt about the value they could bring if invited into decision making: 82 percent want their workplace "jointly run." If it were, 87 percent said employee well-being would be improved; 79 percent said the quality of products or services would be improved and 76 percent said their company "would be stronger against its competitors."

Machinists President George Kourpias cautioned that interpretation of the survey must begin with the understanding that "there can be no true cooperation between workers and management unless both parties are truly independent."

"Federal law prohibits employer-dominated labor organizations precisely because they destroy genuine cooperation and worker participation," Kourpias noted. He called on the Dunlop Commission to respond to the survey by "calling for comprehensive reform to empower workers" and to ignore management demands for repeal of the ban on company unions, Section 8(a)(2) of the NLRA.

Kourpias noted that IAM successes at Bath Shipyards and Harley Davidson Co., for example, are possible only because they are "based on the well-tested framework of collective bargaining" and full union representation with free, equal participation in jointly deciding all issues affecting the workplace.

The survey indicated 57 percent of workers believe the existing worker participation plans work and 11 percent say they work "somewhat." Union workers are stronger supporters of participation — and 33 percent of union workers have them vs. only 20 percent of non-union workers.

ORGANIZING

SEIU adds 2,000

Some 2,000 home care workers in Washington state are new members of the Service Employees, with SEIU Local 6 recognized as their bargaining agent by Catholic Community Services, the state's largest home care agency.

In the course of a six-month organizing campaign, nearly two-thirds of the workers signed authorization cards calling for SEIU representation. CCS then agreed to recognize the union.

The workers, mostly women who earn about $6 an hour, provide care for elderly and disabled persons in their homes. They are part of the fastest growing sector in the health care industry. Over the past four months, more than 14,000 home care workers have joined SEIU.

Steelworkers certified

Workers at Vanalco Inc., who have twice voted for representation by the Steelworkers, are pressing the company to begin negotiations on a first contract.

The 500 USWA members, employed at Vanalco's Vancouver, Wash., facility, voted in August 1992 and again in October 1993 to join the union. The results of the second election were certified by the National Labor Relations Board last month after the board resolved ballots challenged by the company.

Court denies relief for Sprint workers

By Candice Johnson

The National Labor Relations Board's case against Sprint Corp. and its union-busting tactics is continuing despite a federal judge's refusal to issue a temporary order to reopen the company's Spanish-language subsidiary, La Conexion Familiar.

The NLRB sought the temporary restraining order to reopen La Conexion Familiar because Sprint's shutdown last July, just one week before the 235 Latino workers were to vote on joining the Communications Workers, was a transparent attempt to foil the first unionization of Sprint's long-distance operations. Nearly three-fourths of the workers had expressed support for the union.

But U.S. District Judge Vaughn Walker rejected that request, writing that because the "balance of the hardships does not 'decidedly' tip in (the workers') favor," the court cannot issue the injunction.

Despite that setback, the board still is pursuing permanent relief — the reopening of La Conexion Familiar — and is pursuing the more than 50 charges of Sprint's illegal interference with the workers' right to unionize.

Unfortunately, the lengthy board process and subsequent appeals by the company could mean four years or longer before the La Conexion Familiar workers see any justice. Even then, the assessed penalty of back pay owed, less any income earned since the firings, is not a deterrent for many companies; it's often considered just the cost of doing business.

Sprint's action also sends an intimidating message to workers throughout its system: workers who try to organize will be dealt with harshly, said Jeff Miller, CWA's communications director.

The board filed a petition under section 10(j) of the National Labor Relations Act, which provides for an immediate, temporary remedy against a party charged with unfair labor practices in order to limit the damages that the delay of lengthy board and appeals processes would bring. The NLRB must prove that it will likely prevail in its case.

Sprint has acknowledged that it committed illegal abuses at La Conexion Familiar, including threats to close the office if the union was voted in or to fire union supporters. At the hearing before the NLRB administrative law judge, Sprint conceded that its managers repeatedly interrogated workers, ordered workers not to talk about the union, threatened to fire supporters and told workers they were under surveillance.

But these and other findings were not enough to convince Walker, who judged that the injunction would be a burden on Sprint management but for the workers, "the hardships of any violations have to this extent been mitigated and are relatively minor."

"Even if the board proves (Sprint) committed other unfair labor practices, if the La Conexion Familiar facility closing itself was not a violation, the court will not order the facility reopened," Walker wrote.

While he accepted Sprint's argument that it was losing dollars and customers, he rejected worker affidavits stating that La Conexion Familiar officers and management had admitted that the union organizing drive was the reason the facility was closing.

The 235 La Conexion Familiar workers were mostly women, earning hourly wages of about $7, which is $5 an hour lower than other Sprint telemarketers, CWA said, noting that Sprint's anti-union tactics are used at other facilities.

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ALPA resumes talks to rescue embattled USAir

Unions also try to allay public's safety concerns

By David Kameras

The Air Line Pilots resumed talks aimed at rescuing USAir, but management at the troubled carrier continues to raise the hurdles. ALPA and other unions, meanwhile, are working with the airline to assure the flying public that USAir is safe.

While talks have produced progress in the areas of governance, scope, grievances and letters of agreement, ''we have made no progress in the financial negotiations,'' said Capt. Don McGregor of ALPA's negotiating committee.

This is because management continues to be unrealistic about the return due employees for their investment, and its pattern of increasing the amount of requested concessions with constantly changing projections, he said.

ALPA has been the lead union in the negotiations, with the Machinists and Flight Attendants waiting in the wings to begin separate talks.

''We are determined to return our company to profitability,'' McGregor said. ''It is difficult to negotiate, however, when management is unwilling to face the realities of a financial restructuring. Clearly, USAir management would like the burden of fixing the company to fall primarily on the employees' shoulders, while other stakeholders reap the rewards.''

Talks broke off in September when the carrier announced its intention to sell or lease part of its fleet.

Both sides agreed to return to the table Nov. 16 with the objective of ''reaching a contract within a 30-day time frame.'' Management has agreed to postpone aircraft sales while talks are under way.

USAir has been beset by longstanding financial problems and, more recently, image problems related to high-profile accidents. Workers, through their unions, have pledged their cooperation to make the airline the safest in the skies.

''Despite recent negative publicity, this company has a great future, and we intend to protect that future,'' said Peter Gauthier, chairman of ALPA's USAir master executive council.

In another high-profile safety issue, airline unions are standing behind pilots at American Eagle who have refused bad-weather takeoffs in ATR turboprop aircraft like the one that crashed Oct. 31 near Roselawn, Ind., killing 68 people.

The National Transportation Safety Board has urged that the plane be grounded pending further tests, but the Federal Aviation Administration has cleared the aircraft for takeoff, even in the same icy conditions blamed for the Indiana crash. The AFA will hold candlelight vigils at the Chicago and Dallas airports during the holidays to call attention to the issue.

''We lost two Flight Attendants in that crash, and we believe the NTSB is right to call down those planes,'' said Jane Goodman, AFA spokewoman. ''It's unbelievable that the FAA is not backing up the pilots, who should be considered the experts on flying conditions.''

ALPA also commended the pilots, who are represented by an unaffiliated union. In a taped message to its members, the union said, ''do not be intimidated into flying a flight that you feel should not depart.''

In other industry developments:

- The Transportation Department has issued a new rule, effective Jan. 1, lowering from 50 percent to 25 percent the number of transportation employees subject to random drug-testing, with aviation and rail being the first sectors to be affected.
- Flight attendants at Northwest Airlines, represented by Teamsters Local 2000, have begun a work-to-rule action over the winter holiday season to call attention to the carrier's practice of inadequately staffing its flights.
- The Labor and Transportation departments are seeking comments on whether employees at Washington Dulles International and Washington National airports, both operated by the federal government, should be permitted to engage in collective bargaining.



Bill Burke/Page One Photography

The Service Employees' Justice for Janitors campaign, taking aim at the unjust wages and working conditions of Washington, D.C., parking lot attendants, got a boost Dec. 2 when participants in an Industrial Union Department organizing conference protested against developer Oliver Carr, who is getting tax breaks while workers at his parking lots are being underpaid, overworked and threatened when they try to form a union. **See story on conference, Page 4.**

IAM wins Space Center contract

By James B. Parks

Members of Machinists Local 2061 used a 112-day strike to help beat back demands by a contractor that workers pay increased health costs and give up seniority rights.

The 750 ground support technicians for the Space Shuttle overwhelmingly ratified a new three-year contract Oct. 25 and returned to work the next day.

''We are delighted to return to work with a decent contract. That's all we ever wanted. Our members sacrificed to prevent the standard of living of workers from being driven backwards. I am extremely proud of our members,'' said Roger Kendrick, directing business representative for IAM District 166 in Cocoa Beach, Fla.

IAM President George Kourpias praised the workers and likened the strike to the 1981 strike by air traffic controllers. ''We all remember PATCO, and how the destruction of that union in the federal sector encouraged employers all across the country to declare war against workers and their unions,'' Kourpias said.

''Anti-union employers and politicians were watching closely to see if EG&G could destroy your contract and break your union...but you wouldn't break,'' he said. ''You fought for your rights. You sacrificed deeply to protect your future, and to safeguard the future for other working men and women.''

IAM members had accepted a one-year wage freeze in 1993 to help EG&G of Florida Inc. win the NASA contract from Lockheed Corp. ''This is how EG&G rewards their workers' sacrifice,'' Kourpias said.

The negotiations were aided by federal mediators. In the last stages of talks, both sides met at Federal Mediation and Conciliation Service headquarters in Washington. Kennedy Space Center Base Commander Robert Crippen also joined the talks in an effort to end the dispute, which he said was giving NASA a ''black eye.''

Under the new contract, union employees of EG&G and three subcontractors — Sherikon Space Systems Inc., United Services Associates Inc. and Precision Fabricating and Cleaning Inc. — will receive three annual raises of 2.75 percent each.

Responsibility for employee health care will be shifted to the IAM National Benefit Trust Fund. EG&G had demanded a $74 per month hike in employee out-of-pocket payments, a major issue in the strike. Now the monthly payments will only rise by $13 a month.

Pension benefits will increase, rising from $30 per month per year of service to $32 in the third year of the agreement.

'Road kill' T-shirts protected, CWA says

Philadelphia

The Communications Workers have filed unfair labor practice charges against Bell Atlantic Co. after 1,050 workers were suspended for two days in a protest over planned job cuts at the telecommunications firm.

Some 900 workers had rallied in front of the company's headquarters here, many wearing red T-shirts depicting Bell Atlantic employees as ''road kill'' on the ''info superhighway.'' The shirts showed a squashed fuzzy animal in the middle of the road, after being run over by a truck with a Bell Atlantic logo.

Workers said the company's plans for the expanding superhighway will cost them their jobs. Company officials responded by suspending workers who refused to change T-shirts before going out to field jobs.

The Communications Workers, who represent the Bell Atlantic employees, then filed an unfair labor practices complaint with the National Labor Relations Board over the suspensions, union spokesman Jeff Miller said. NLRB is probing the CWA complaint.

''We say it (the rally with the T-shirts) was a protected, concerted job action'' under labor law, Miller said. ''They say it was disloyal.''

The two-day suspensions — for Nov. 23 and for Thanksgiving, Nov. 24 — cost the workers tens of thousands of dollars. With an average wage of $718.50 per week, the workers lost over $300,000 in pay, Miller said.

The rally also showed workers' dismay over Bell Atlantic plans to cut 5,600 of its 70,000 workers by 1997 to cut costs. The real issues at Bell Atlantic, Miller said, include company downsizing, forced overtime, contracting-out and job security.

Bell Atlantic has been hiring new workers to install ''information superhighway'' cable and video wiring in homes and businesses at lower pay equivalent to that of workers in the mostly non-union cable industry, contending it needs to pay less to compete with cable firms.

CWA worked out such conflicts with other regional telephone companies, with the union working to represent those new workers, Miller said. But Bell Atlantic is ''very hard-nosed, bringing in professional anti-union 'management consultants' to keep us out,'' he added.

— Press Associates

Union organizers find community ties often bind

By Muriel H. Cooper

The best resources for organizing workers often come from the communities where workers live and work, union organizers are finding.

''We took our campaign out of the factory and put it in the community,'' said Monica Russo of the Clothing and Textile Workers, referring to the success in bringing a union to the 2,300 workers at Tultex Corp. in Martinsville and Henry County, Va.

Russo was among the participants in the AFL-CIO Industrial Union Department's three-day organizing conference in Washington, which explored how established community resources, cross-country ''union exchange'' programs and media outlets have been used to broaden support for workers and their families.

ACTWU was able to turn the problems of the workers at Tultex into a community issue in the workers' third attempt to unionize, using marketing analysis, media advertising and the steady chat of talk shows, Russo said.

''We sat down and analyzed our past figures and concentrated on the swing votes,'' she said. ''We used call-in shows and the local cable station to challenge the credibility of the company. Everyone in the community was talking about whether the union was going to be voted in. It was great.''

The issue of good jobs is basic to every community, said Cathy Howell of Grassroots Leadership. Pointing to a successful organizing drive among workers at the Melrose Resort in Hilton Head, S.C., she said, ''The community coalitions helped. The Lone Ranger approach doesn't work very well. Teamwork is the answer.''

''If we are talking survival, the only way to achieve that is by working together and drawing on the strengths of various groups,'' said Electronic Workers Vice President Gloria Johnson, who is an AFL-CIO vice president and heads the Coalition of Labor Union Women.

Community ties are especially important in the South, where unionists are battling centuries of hostility toward worker rights. One veteran organizer, reflecting on the southern history of slave labor and right-to-work laws, noted that unions have had to overcome the feeling that they represent an outside force — a third party, management would say.

But new businesses moving into the Sun Belt also may be looked upon as outsiders and, thus, workers often can turn to such community institutions as zoning offices and social service centers. These institutions often are eager to work with their local residents on such issues as jobs and security for the betterment of the community.

Angaza Laughinghouse, a member of AFSCME Local 1194 in Durham, N.C., organized a ''solidarity tour'' in 1990 and 1992 to give non-union worker activists the opportunity to travel to the Midwest and Northeast to visit with union households.

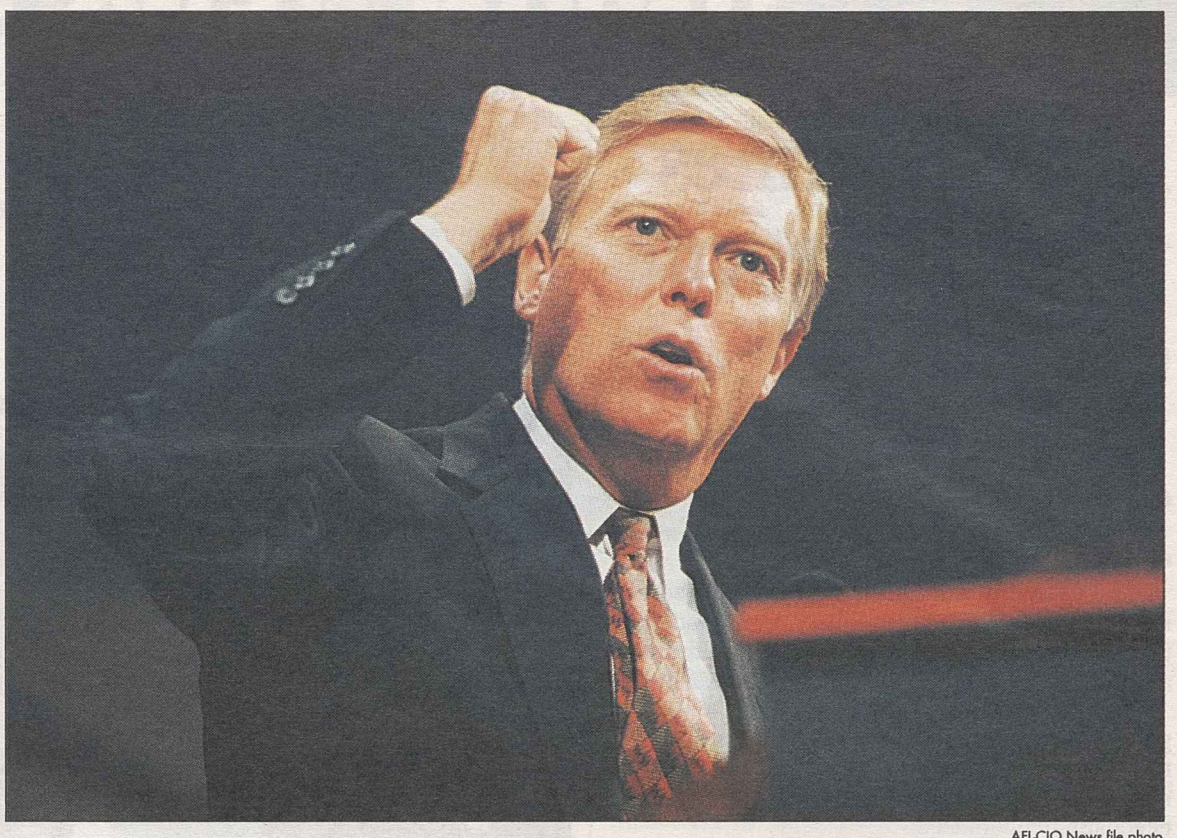
''They saw their houses, working conditions and pay stubs,'' he said. ''It was a good education for both sides to appreciate the union.''

Workers who are unable to gain a union through traditional means can benefit from associate programs or ''minority unions,'' Laughinghouse said. ''Whenever workers unite, that's a union,'' he said.

Expanded community organizing efforts also include the community of nations, said Ladies' Garment Workers President Jay Mazur, who discussed the experience of his union and ACTWU jointly working to help workers in the Dominican Republic gain a union and first contract. An AFL-CIO international subcommittee on organizing and solidarity, which Mazur chairs, is assisting foreign workers employed by U.S-based multinational corporations.

''Wages are the cause of prosperity, not the result of it,'' Economic Policy Institute President Jeff Faux told the conference. He also decried the tendency to equate national economic performance with Wall Street, ''which is only a small and relatively unstable'' segment of the economy. For all the obsession with ''globalization'' and ''competitiveness,'' he said, 90 percent of what is made in America is consumed in America.

Other speakers included the Rev. Jesse Jackson of the Rainbow Coalition, IUD President Elmer Chatak, Teamsters President Ron Carey and Communications Workers President Morton Bahr.



AFL-CIO News file photo

Rep. Richard A. Gephardt (D-Mo.) chided President Clinton for ignoring worker rights issue.

Worker rights in trade ignored

Continued from Page 1

mental rights, said he opposes accession agreements such as that proposed for Chile and NAFTA.

''I do not want the NAFTA to become the high-water mark in our trade relations,'' he said. ''Rather, I want to further broaden the agenda and seek to create a higher standard.''

The proposal to quickly seek to bring Chile into NAFTA was recommended by members of the Advisory Committee on U.S. Trade Policy and Negotiations, with strong dissents from the two labor members of the panel, UAW President Owen Bieber and AFL-CIO chief economist Rudy Oswald.

Oswald and Bieber said that simple accession by Chile into NAFTA is unacceptable, and described the panel's views as reflective of multinational corporate special interests.

The AFL-CIO and CUT, the Chilean trade union federation, issued a joint statement earlier this year urging bilateral negotiations, rather than accession to NAFTA. A similar joint statement was issued with the labor federations of the American Mercosur (Southern Cone) trading bloc.

The International Confederation of Free Trade Unions/Inter-American Regional Organization of Workers (ORIT), composed of trade unions from throughout the hemisphere, also issued a statement that condemned the absence of worker rights on the Americas summit agenda.

ORIT predicted ''a race to the bottom: further weakening of laws that protect worker and trade union rights, health and safety and the environment, while increasing the freedom of businesses to exploit men, women and child workers in the struggle for competitive advantage.''

While the administration and corporate backers have trumpeted the purported gains of NAFTA, trade with Mexico since the agreement went into effect in January has resulted in a net loss of up to 10,000 jobs, the congressional Joint Economic Committee estimated.

''NAFTA has not increased U.S. employment, but rather increased global access to Mexico's low-wage labor supply,'' the report said.

''The interim data available indicates that in terms of net job creation, NAFTA has been, at best, a wash,'' it concluded.

Another study by an alliance of citizens groups that include labor found that only 535 jobs have been created by the pact. Meanwhile, there has been ''an explosion of billionaires, while the numbers living in poverty in both countries (are) on the rise,'' the study said. ''As NAFTA has helped speed up inequalities of income and wages in all three countries, women and people of color have been particularly hard hit.''

The report also assailed ''the labor side agreement mechanisms (that) have been tested and have totally failed to address worker rights concerns.'' In recent months, the Labor Department has declined to act on complaints of workplace abuses filed by Mexican workers against U.S. corporations operating plants south of the border.

GATT threatens loss of more U.S. jobs

Continued from Page 1

The lame duck 103rd Congress was brought back into Washington for the purpose of registering its opinion on the pact, which under ''fast-track'' rules could not be amended. Had the vote been delayed until next year, when the newly elected 104th Congress will be seated, fast track would no longer apply.

Fearing that eventuality, as well as the increased opportunity for citizens and their elected representatives to read the fine print contained in a 23,000-page document, the White House got a commitment for a vote this year before Congress adjourned for the November election.

Prior to the votes, Donahue urged Congress to reject the Uruguay Round implementing legislation because its agreements ''offer little if anything positive to U.S. workers, and in certain respects will directly harm their interests.''

''We are particularly concerned that these agreements . . . would severely limit the ability of the United States to fashion policies and take actions to reduce this country's persistent and growing trade deficit,'' Donahue said.

''The failure to incorporate basic worker rights and standards in these agreements is a devastating omission,'' he added.

Labor leaders warned senators on Nov. 23 that GATT would pit American workers against labor markets that exploit children.

''I find it both morally reprehensible and economically foolhardy that a U.S. worker will be put in competition with an Indonesian child working in an electric light-bulb factory for $3 per week,'' Electronic Workers President William Bywater told the Senate Labor and Human Resources Committee during a field hearing in Boston.

''Indeed,'' he pointed out, ''a U.S. statute limiting trade with countries that exploit children for cheap labor would be 'GATT illegal.'''

''Human rights, environmental protections and labor standards are non-existent in GATT, as they were hollow in NAFTA,'' added Charles Ruiter, business agent for IUE Local 201, which represents workers at General Electric in Lynn, Mass.

Steve Early, an international representative of the Communications Workers, further rejected as ''inherently contradictory'' administration assurances that labor will not be hurt by GATT.

In the end, workers everywhere will be hurt, said Teamsters President Ron Carey. ''Under GATT, American workers will lose jobs, while workers in other countries will be exploited at wages of only a few dollars a day,'' he said.

— David Kameras

FOCUS

Assaults at the workplace

Workers seek remedies for violence on the job

By Sharolyn A. Rosier

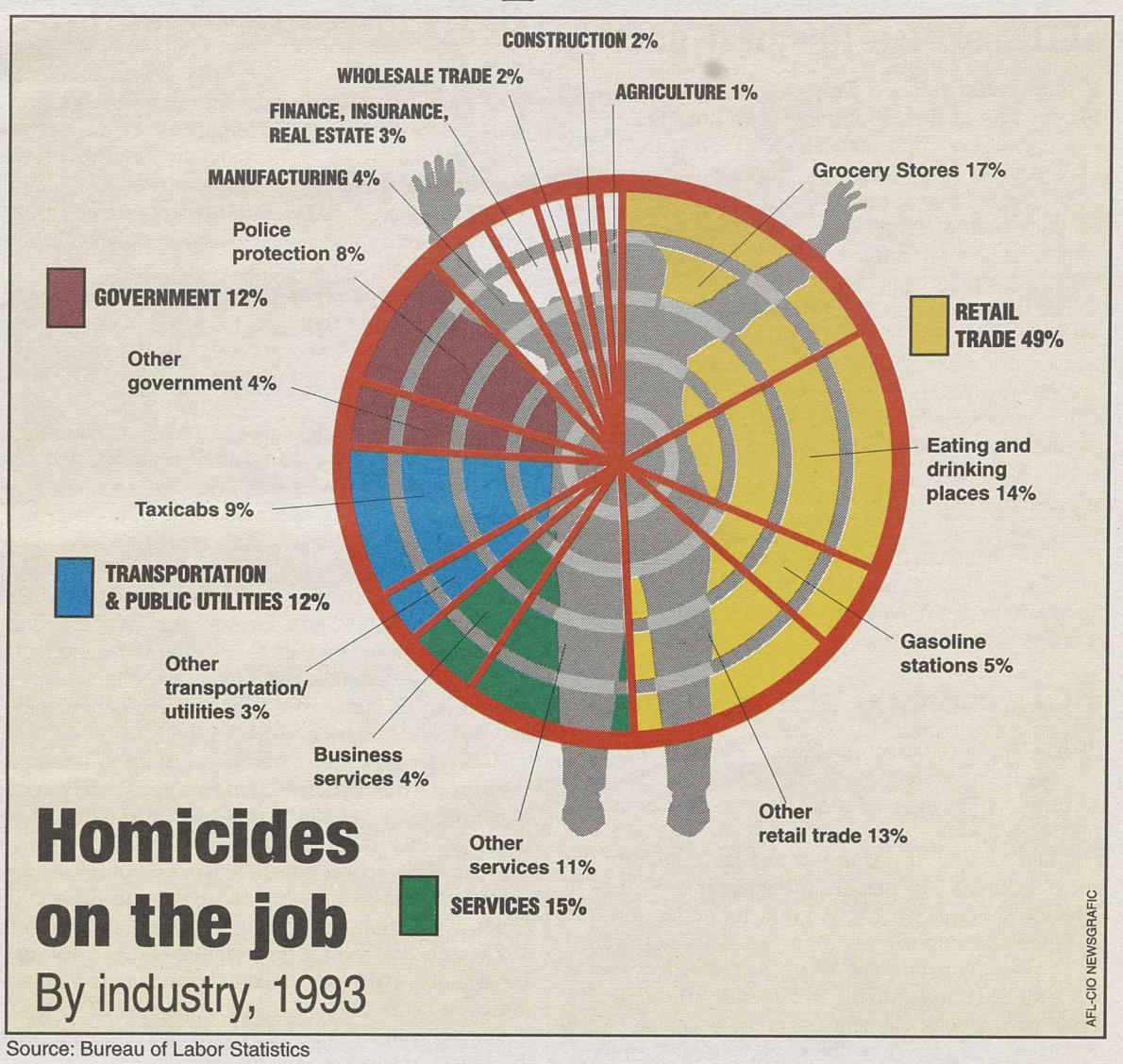
Consider this: Nearly 1 million workers each year are injured by violence on the job, according to the Justice Department. Most of the victims are female nurses or nurses' aides.

Or this: The second-leading cause of death in the workplace is homicide, according to the Labor Department.

Violence on the job is a growing problem, and unions have taken the lead to fight it — negotiating new protections into contracts and educating members on ways to prevent workplace violence.

At the insistence of organized labor, the U.S. Occupational Safety and Health Administration agreed by next year to develop guidelines for employers to prevent violence in the workplace. OSHA also agreed to make clear to employers that occurrences of workplace violence should be reported to OSHA.

But much more is needed, said Keith Mestrich of the AFL-CIO Occupational Safety and Health Department. "We would also like to see more resources focused on studying workplace hazards and preventive measures," he said.



Source: Bureau of Labor Statistics

Union coalition leads fight

Leading labor's fight against violence on the job is the Inter-Union Workplace Assault Coalition, which includes the AFL-CIO and 15 affiliated unions. The coalition has met with OSHA and other federal agencies charged with addressing workplace violence issues, including the Centers for Disease Control and Prevention and the National Institute for Occupational Safety and Health.

According to the Bureau of Labor Statistics, homicide was the second-leading cause of death in the workplace in both 1992 and 1993, after transportation-related accidents.

But, contrary to popular perception, workplace violence is not likely to be committed by fellow workers. Violence by co-workers, former employees and management caused only 6 percent of the total 1,063 fatal assaults in 1993. That percentage probably is less, Mestrich noted, because work-related homicides are grossly underreported.

Bill Borwegen, the Service Employee's occupational safety and health director, said the SEIU has tried to correct the public misperception that co-worker violence is the main problem by issuing a 17-minute video and a "fact pack" on workplace violence. The packet includes sample contract language, an incident report form, training exercises, a resource list and a sample grievance/petition form.

Thus, employers are off the mark when they engage in psychological testing of workers, Borwegen said, pointing out that workplace homicides caused by co-worker violence in 1992 were only 4 percent, even less than 1993. "Employers and others are missing 96 percent of workplace violence problems while focusing on that 4 percent."

Fatal violence is most common in the retail trades, despite the concealed cameras and security personnel in large stores. Retail workers suffered the highest number of occupational homicides — totaling more than 2,700 between 1980 and 1989. The service industry had the second highest with 1,275.

The dangerous grocery store

Grocery stores are among the most dangerous work sites in the country, said Debbie Berkowitz, Food and Commercial Workers safety and health director. Employees are at risk for robberies because they exchange money with the public, work in small numbers, on night shifts and often in high-crime areas.

The fact that such a profile of a potential victim can be developed demonstrates that workplace violence is not random, but can be anticipated and deterred, Berkowitz said.

UFCW has taken action to protect its workers by developing contract language to improve workplace safety and asking state legislatures to mandate safety precautions in high-risk industries. In California, the union was successful in lobbying the state legislature to pass a law requiring supermarkets with 20 or more employees and at least 20,000 square feet in size to train employees in emergency procedures.

The law also requires employers to assure immediate access to 911 emergency calling, allow a clear view through the front window so passers-by can see a robbery in progress, improve lighting in parking lots and place surveillance cameras in stores where such incidents have occurred in the past.

Meanwhile, such public employees as teachers, social workers and nurses are subject to workplace violence but have no recourse because they are not covered by health and safety laws in 27 states and the District of Columbia.

The threat in public service

More than a third of all emergency room nurses are assaulted on the job each year, and 64 percent reported at least one physical assault during their careers. In 1992, two of three nurses at a Washington psychiatric hospital were assaulted by patients. Half of that hospital's workers' compensation claims related to patient attacks.

Only California and New Jersey have guidelines to help protect health care and community service workers. Following highly publicized murders of health care workers in California, the state legislature recently passed legislation requiring hospitals to develop workplace violence identification and abatement plans.

Under a Washington law, an assault against police officers, fire fighters and bus drivers while they are performing their duties is a felony. UFCW Local 141 is working with the legislature to add health care providers to that list.

About 11 percent of teachers in a recent survey said they had been assaulted on the job, said Darryl Alexander, assistant director of safety and health for AFT. Teachers also account for 1 percent of all workplace homicides.

"We are attacking this problem on several fronts, including participating with other educational organizations to get federal law to curb school violence," Alexander said. Several locals established programs for training and security at schools and trained a group of teachers who respond to violent acts and offer long-term counseling.

"We'd like to see a lot of this incorporated into an OSHA standard and also some type of performance standard," she added.

Meanwhile, AFSCME is trying to educate employers about their responsibility to prevent violence in the workplace, said AFSCME safety and health director Jordan Barab.

"We are also trying to get state OSHA plans to develop guidelines," Barab noted. Recently, AFSCME District Council 37 in New York petitioned state OSHA for a standard on workplace violence.

Arming workers with facts

Postal unions complain that postal workers have received a bum rap because of a few isolated, high-profile incidents. Many incidences of violence inflicted on U.S. Postal Service employees by customers are never reported, but are reflected in a recent survey by Hay Research showing that one-third of postal workers fear they will face physical violence.

Among the remedies pursued by the Postal Workers are meetings with management to discuss intervention, said Roxanne Cabral, special assistant to Postal Workers President Moe Biller.

"We hope to achieve better communication mechanisms for our workers who carry money, prevent persons from working alone in early morning hours and correct the workplaces that are not secure," she said. "We would also like to see an executive order and/or directive from the administration to implement measures to control risk."

The Chemical Workers are distributing to their members the California guidelines for workplace violence, said Michael Sprinker, the union's director of health and safety. "Our members sometimes are responsible for shutting off people's utilities, so the potential for assaults is real."

Member assistance programs have been useful to many unions, including the Laborers, who have explored the increasing potential for violence from stress among workers, said Kitty Conlan, health promotion director of the union's Health and Safety Fund.

"We are exploring different ways to address violence, including a training program to diffuse violent situations," Conlan added. "We're looking at both ends — how to get out of the violent situations and also how to avoid becoming violent."

Stress is a serious factor with the workers because of the intermittent work for laborers. "Our premise is that safe and healthy workers are a benefit to workers and employers," she added.

ECONOMY

BARGAINING

SEIU ratifies hospital pact

Some 2,200 Service Employee members ratified contracts at three Baltimore-area hospitals.

The workers, represented by SEIU District 1199E-DC, gained a 12 percent wage increase over the three-year contract and a freeze on health insurance costs. In the event of hospital restructuring, funds were established for retraining and supplemental unemployment assistance.

The three hospitals, Johns Hopkins Hospital, Liberty Medical Center and Maryland General Hospital account for some 2,400 beds in the greater Baltimore area and service tens of thousands of patients a year. Current contracts at Sinai Hospital and Greater Baltimore Medical Center have been extended as contract negotiations continue. District 1199E-DC represents some 3,100 employees at the five health facilities.

''I think the contracts are the beginning of a partnership primarily built around the need to train workers for future work needs,'' said District 1199E-DC President Bob Moore.

BCT, Nabisco renew pledge

The Bakery, Confectionery and Tobacco Workers signed a new agreement with Nabisco Inc. designed to promote stronger relations between the company and its workers.

''The signing of this agreement helps solidify the relationship on both sides of this equation,'' said BCT President Frank Hurt. ''It gives the union and the company the opportunity for a 'win-win' outcome.''

The new Participative Work Agreement commits both sides to maximizing profitability through five core partnership elements — empowerment, work redesign, changing roles and responsibilities, employment security and rewards. The AFL-CIO and the U.S. Labor Department have cited these elements as critical to successful long-term labor-management relationships.

The agreement is the second major cooperative pact between Nabisco and BCT, which represents some 6,200 employees. The first, signed in 1990, proved difficult to implement at the bakery level, the union said. The two sides met again to determine if the agreement should be renewed or expanded.

Ravenswood pact approved

The Steelworkers approved a new four-and-a-half-year contract with Ravenswood Aluminum Corp. that raises wages and increases pension benefits.

The 1,700 employees represented by USWA Local 5668 ratified the deal six months before the current contract expires. ''This early contract sends a clear message to the marketplace that the union and management at Ravenswood are working together,'' Local 5668 President Dewey Taylor said. ''We all become winners when we satisfy the needs of our customers, thus assuring our own future.''

Under the contract, workers will receive a $1,000 lump sum payment and raises of 30 cents an hour in 1996, 25 cents in 1997 and 30 cents in 1998.

A new joint managed health care committee was established along with a new health care program that reduces employee deductibles and expands benefits, the union said.

IBT inks Kroger accord

The Teamsters overwhelmingly approved a first national master contract with Kroger Co. The four-year agreement covers about 3,800 workers in distribution centers in 15 locations across the country.

''Our union has been trying to achieve this agreement for 30 years,'' said IBT President Ron Carey. ''This gives our members and their families a more secure future.'' Cincinnati-based Kroger is the largest U.S. grocery chain, operating in 32 states.

The agreement standardizes health care coverage by covering workers with the same plan as top Kroger management, but with lower co-payments. It also enhances job security and increases pensions. Any employee retiring between January 1998 and the contract expiration on April 30, 1999, will receive a bonus of a tax-free $15,000 lump sum payment.

Unemployment rate falls to 5.6%

But jobs outlook clouded by structural problems

By David Kameras

The number of Americans returning to work continued to increase in November as the unemployment rate narrowed to 5.6 percent, its lowest level since August 1990.

All told, the official unemployment rate has dropped 1.1 points since January, and is down substantially from October's 5.8 percent figure.

The apparent good news, however, masks a number of ills that continue to plague the nation's work force.

Although the number of employed workers increased by 370,000 over one month, fully 280,000 — roughly three-quarters — were part time.

And while the official count of jobless workers went down by 270,000 to 7.3 million, total affected unemployment and under-employment stood at 13.4 million, reflecting 4.4 million on involuntary part time and 1.7 million ''other available workers,'' including discouraged workers.

According to payroll data, construction jobs increased by 71,000 and factory jobs by 51,000 in November. But manufacturers still preferred to work their employees harder and longer rather than increase their hiring, as factory overtime remained at a remarkably high 4.7 hours a week.

Hourly and weekly earnings were up 2.6 percent over the 12-month period, but average weekly earnings dropped 1 percent from October to November, to $388.

Meanwhile, corporate downsizing continues unabated. AlliedSignal's engine division in Stamford, Conn., for example, announced that it will lay off 1,000 workers over the next eight months. Efforts by UAW Local 1010 prevented the company from making even deeper cuts.

The government appears to be of two minds on what the lower unemployment rate means.

''The Goldilocks expansion — not too hot, not too cold — marches on,'' boasted Labor Secretary Robert Reich. ''And now there's plenty of room for Goldilocks to get a raise.''

''Productivity is up and corporate profits are extremely strong, which means wages can rise without igniting inflation,'' he said.

But Federal Reserve Board Vice Chairman Alan Blinder, whose agency has raised interest rates six times since February, said the danger range for inflation is 5.7 to 6.0 percent, which is above the current level.

The government appears to be of two minds on what the lower unemployment rate means. While Labor Secretary Reich says there's ''plenty of room'' for workers to get a raise, the Federal Reserve Board seems poised to tighten credit further.

''The November unemployment report suggests the Fed is going to tighten still more on interest rates and money supply,'' predicted Markley Roberts, assistant director of the AFL-CIO Economic Research Department.

The seasonally adjusted unemployment rate for men 16 years and older was 5.5 percent in November, down from 5.8 percent, and for women, 5.6 percent, down from 5.7 percent. Total teenage unemployment was 15.3 percent, down from 17.3 percent.

Broken down by race and origin, the unemployment rates were 4.8 percent for whites, down from 5.0 percent; 10.5 percent for African-Americans, down from 11.4 percent; and 8.6 percent for Hispanics, down from 9.4 percent. African-American teenagers had a 31.7 percent jobless rate, down from 37.5 percent in October, compared with 12.9 percent and 14.3 percent respectively for white teens.

After actually increasing in October, the average duration of being out of work dropped in November from 19.6 weeks to 17.9 weeks.

Of the largest states, California had the highest unemployment rate, at 7.7 percent, followed by Florida (6.8 percent) and New Jersey (6.6 percent). Dramatic one-month drops in joblessness occurred in Illinois (from 6.3 to 5.0 percent), Michigan (5.1 to 4.6 percent) and North Carolina (5.0 to 4.1 percent).

Worker involvement is key, HRDI told

Las Vegas

Unions should adopt cooperative programs like the Machinists' High-Performance Work Organizations (HPWO) while resisting quality circles and other such narrow management concepts, IAM President George Kourpias said.

These so-called quality circles were designed to respond to economic challenges without necessarily humanizing or democratizing work, Kourpias told the Human Resources Development Institute's annual national conference on employment and training.

''Companies said they wanted employees to be more creative and proactive in the workplace, but we knew that quality circles only offered half the equation,'' he said. ''We gave our ideas — which management took — called their own — and used to increase productivity.''

''The other half of the equation — our participation in decision-making — was left out,'' Kourpias added. ''It wasn't true worker involvement. It was phoney.''

''In the IAM's HPWO, the goal is to increase work, develop new products and expand the business,'' he said.

''This relationship with management in the strategic planning of the business and the implementation of new technology can become a natural extension of the collective bargaining process,'' he said. ''It is not — I repeat — is not — a substitute for union representation. In fact, it can only work with solid, healthy, strong union representation.''

Kourpias pointed to Bath (Maine) Iron Works; U.S. Repeating Arms, New Haven, Conn.; and Aerothrust Corp., Miami, Fla. as locations where the HPWO concept has been successful, and where ''the union was an equal partner with management.'' Trust, union strength, inclusion in the collective bargaining agreement and enforcement of seniority provisions were also cited as items missing from ''total quality management'' programs.

Workers want a voice in workplace, study finds.

See story, Page 2

''Leaving corporate governance to management is a big mistake,'' he said. ''We need to take control of our own destiny.''

The recent Republican sweep of Congress was also a theme at the HRDI conference.

Rudy Oswald, director of the AFL-CIO Department of Economic Research, warned that the GOP's ''Contract with America'' may hurt many employment and training programs, especially if a balanced budget amendment is passed.

Markley Roberts, assistant director of the AFL-CIO Economic Research Department, added that a GOP plan to consolidate job training programs would likely replace the Clinton administration's proposed Re-Employment Act, and would be far more restrictive.

Other speakers included AFL-CIO Legislative Department Director Robert McGlotten; Metal Trades Department President John Meese; Public Employee Department Secretary-Treasurer John Leyden; and Gordon Pavy of the Industrial Union Department.

HRDI is the employment and training arm of the AFL-CIO. The conference, entitled ''Training, Technology and Transition: New Perspectives and Approaches,'' was co-sponsored by the federation's Metal Trades, Public Employee and Industrial Union departments.

UNION NEWS

ICWU looks to future

Delegates to the Chemical Workers convention in Las Vegas reflected on the union's 50-year legacy, then moved to strengthen the union for the next 50 years by approving an economic recovery plan.

The anniversary was marked by a variety of speakers and included a theatrical look at that history from Pluck 'n Prose of West Virginia University.

The economic plan includes a freeze on salaries and wages at the union's headquarters and a transfer of $250,000 from the strike fund to the general fund. The executive board will be reduced through attrition, providing there are at least five vice presidents. In addition, a previously approved refund to locals of 50 cents per member per month now will go to the general fund.

''There is a burning desire to ensure that the union survives and prospers,'' ICWU President Frank D. Martino said of the economic recovery plan.

The union also donated $800 to workers at Frontier Hotel/Casino, who have been on strike for more than two years.

Speakers included AFL-CIO Secretary-Treasurer Thomas R. Donahue; Calvin Moore, vice president of the Oil, Chemical and Atomic Workers; Lawrence Bankowski, president of the Flint Glass Workers; Michael Stanley, vice president of the Rubber Workers; John Calhoun Wells, director of the Federal Mediation and Conciliation Service; and Antonio Harrison, voter registration consultant and former head of the voter registration project for the Democratic National Committee.

Canadian Teamsters boost fund

Canadian Teamsters voted overwhelmingly to finance a strike fund for its 86,000 members, increasing dues up to $2 per member per month.

Canadian IBT members, like those in the United States, have not been covered by strike benefits since June of this year, when the fund ran out of money. The union's 1991 convention increased benefits from $55 per week to $200 per week with no way to pay for them. U.S. members turned down a proposed dues increase earlier this year.

IBT President Ron Carey praised the Canadian vote and urged union leaders in the United States to follow suit. Leaders of 240 of 559 U.S. IBT local unions have signed statements calling for a membership vote to raise dues $2 per member per month to restart the strike fund.

RESOURCES

PUBLICATIONS

Two reports by the Corporation for Enterprise Development — the 42-page executive summary of the **The 1994 Development Report Card For the States: Economic Benchmarks for State and Corporate Decision-Makers** and **Bidding for Business: Are Cities and States Selling Themselves Short?** — are available from the AFL-CIO Public Employee Department, 815 16th St. N.W., Washington, D.C. 20006; or call 202/393-2820.

The State of Working America 1994-95, a book by Lawrence Mishel and Jared Bernstein of the Economic Policy Institute, reveals growing income and wealth disparities, more work for lower wages, more underemployment and continuing poverty. Publication is scheduled for January 1995. The book is $55 for cloth and $24.95 for paper. Call M.E. Sharpe, Inc. at 800/541-6563.

CONFERENCES

The Coalition of Labor Union Women Center for Education and Research will be sponsoring a **National Labor Leaders' Conference on Women and HIV/AIDS** Jan. 19-20 at the Omni Shoreham Hotel in Washington. The conference fee is $60 and single and double rooms are $99 per night. Deadline for hotel reservations is Dec. 18. Contact Heather Hauck at 202/466-4615.

The 47th annual meeting of the Industrial Relations Research Association will be held Jan. 6-8 at the Omni Shoreham Hotel in Washington. The meeting fee is $50. The lunch and address by IRRA President Lynn Williams, past president of the Steelworkers, is an additional $30. Contact IRRA at 202/262-2762.



James B. Parks/AFL-CIO News

AFL-CIO Vice President Gloria Johnson explains to Brazilian trade union women how sexual discrimination is fought in the United States. Johnson, president of the Coalition of Labor Union Women and vice president of the Electronic Workers, was one of the U.S. union members participating in an inter-American trade union conference on racial equality in Brazil. The U.S. delegation included AFSCME Secretary-Treasurer William Lucy, president of the Coalition of Black Trade Unionists; Food and Commercial Workers Vice President Willie Baker; Service Employees Vice President William Stodghill; A. Philip Randolph Institute President Norman Hill; AFL-CIO Civil Rights Director Richard Womack; and William Doherty, executive director of the AFL-CIO's American Institute for Free Labor Development.

NEWSMAKERS

AFSCME Secretary-Treasurer **William Lucy** is the new president of Public Service International (PSI), the world's largest trade secretariat. He will fill the three years remaining in the four-year term of **Monika Wulf-Mathis,** who resigned to accept a senior position with the European Union. In his new post, Lucy will chair the workers' delegation of the union-government joint committee at the Conference on Redesigning Government of the International Labor Organization in Geneva in 1995. The PSI has about 200 affiliates from more than 100 countries, including the Service Employees, AFT, Communications Workers and Government Employees.

Communications Workers President **Morton Bahr** will be appointed to the National Commission for Employment Policy, the White House announced. The commission advises the president and Congress on national employment and training issues. Bahr will serve for a three-year term.

Joan N. Baggett has resigned as an assistant to **President Clinton** and Director of White House Political Affairs to become president of the International Masonry Institute. IMI promotes quality union masonry construction, training, research and labor-management relations programs on behalf of its constituent groups. A native of Alabama, Baggett was communications and political director for the Bricklayers before assuming political director posts at the Democratic National Committee and the White House.

Emily Sheketoff was appointed deputy assistant labor secretary for the Occupational Safety and Health Administration, responsible for developing and administering OSHA's new communications strategy. Sheketoff served as director of interagency affairs with the Office of Personnel Management since 1993. She previously held positions with the Clinton White House transition team and as bureau producer and assignment editor with the Christian Science Monitor's Monitor Channel and World Monitor.

Police Associations Vice President **Sgt. Arthur J. Reddy** will serve as a legislative liaison for the union. Reddy, a 32-year veteran, has been president of the Los Angeles County Professional Peace Officers Association and also has worked with the California Alliance of Law Enforcement. He was elected IAPA vice president in 1990 and will continue to serve in that role when he relocates to the union's Alexandria, Va., headquarters.

David Newby was elected president of the Wisconsin AFL-CIO. Newby, a member of AFT Local 3220, has served as the state federation's secretary-treasurer since 1986. He will replace retiring President **Jack Reihl.**

Gail Kinney has been named a regional coordinator for the AFL-CIO Human Resources Development Institute. She will represent HRDI in its Northeast/Mid-Atlantic Region, providing technical assistance and training to unions, labor representatives serving on Job Training Partnership Act councils and others in the employment and training sector. Kinney was formerly the education and training coordinator for the New Hampshire AFL-CIO.

Bruce Jay is moving to Washington after more than two decades in the field for the AFL-CIO American Institute for Free Labor Development. Jay fills the new post of assistant to **William C. Doherty**, executive director. Jay, a member of the Ladies' Garment Workers, has served as AIFLD's country program director in Brazil, Chile, Guatemala, Argentina, Honduras and Venezuela.

AWARDS

AFL-CIO Secretary-Treasurer **Thomas R. Donahue** received the Four Freedom's Award from the Italian-American Labor Council. The award was presented during the council's conference. Leaders from Italy's three major labor federations also addressed the conference.

AFT President **Albert Shanker** and National Education Association President **Keith Geiger** received the American Labor Museum's Sol Stetin Award, which honors individuals for their unwavering commitment to working people. **Tom Cowan,** retired state senator and business representative of Operating Engineers Local 825, also was recognized for his devotion to the museum.

Mine Workers President **Richard L. Trumka** was presented the 1994 Eugene V. Debs Award by Aluminum, Brick and Glass Workers President **Ernie LaBaff** at the Debs Foundation's annual banquet. Clothing and Textile Workers President **Jack Sheinkman** is president of the foundation that honors ''the father of industrial unionism.''

Transport Workers Local 234 President **Harry Lombardo** was presented the Labor Human Rights Award from the Jewish Labor Committee of Philadelphia for his fight for economic and social justice for workers and commitment to providing better service for the riding public.

DEATH

Fire Fighters Secretary-Treasurer Emeritus **Martin E. Pierce Sr.** died in Massachusetts after a long battle with cancer. He was 73.

Pierce's career as a fire fighter and union officer spanned more than 50 years. He served as president of both Boston's IAFF Local 718 and the Professional Fire Fighters of Massachusetts and as vice president and secretary-treasurer of the union. Most recently he served as the union's public safety officers' benefit coordinator.

''Marty Pierce was an institution in our union,'' said IAFF President Al Whitehead.

He is survived by his wife, two sons and five grandchildren.

Solidarity raises holiday spirit in Illinois town

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Daniel J. O'Leary, district director of the Federal Mediation and Conciliation Service.

The meetings with Edgar come after some 31 union protesters were arrested Nov. 30 for refusing to leave the state Capitol rotunda after a rally. More than 300 trade union members from across the state marched 44 miles in the cold from Decatur to Springfield demanding that the state allow them to keep picket shelters, which have been outlawed by the city.

"They've taken away our rights in the factory. Now they're taking them away in the streets," said Tom Meir, a striking Caterpillar worker.

The rally also called for laws promoting eight-hour workdays and 40-hour workweeks, as well as stiffer enforcement of health and safety laws.

"Our optimism is up. We feel the government is starting to listen, even if it took 31 people getting locked up to do it," said Lane, who was one of those arrested.

"The workers are feeling a lot of pressure at holiday time, but they feel they have no choice," said URW Local 713 President Roger Gates. "It's tough on the families and hard to be without a paycheck. These are hard and depressing times, but the members are going to make it."

The workers will make it because they are unified, union members throughout Decatur said. "The best thing about this strike is the solidarity among the workers," said Randy Morrell, a member of UAW Local 751. "It's a difficult season to be on strike, but the members are fighting for more than a contract."

"We've developed whole new families here," said Morrell, who has worked at Caterpillar for 28 years. "Folks who didn't know each other and who belong to different unions are now working on projects together and on political actions to get a new city council and mayor."

Meanwhile, the Labor Heritage Foundation is preparing a songbook to benefit the striking and locked-out workers in Decatur.

Song parodies written by Service Employees member Julie McCall and striking UAW member Bo Stauffer to the tunes of familiar Christmas songs portray the plight of the workers in the town. The songbook will be distributed among the workers to be sung at rallies.

"As in the case of the Machinists strike at Eastern, the Mine Workers at Pittston and the locked-out Steelworkers at Ravenswood, these songbooks have brought humor and renewed spirit to these workers during a holiday season full of conflict and uncertainty," said Laurel Blaydes, co-director of the foundation.

The books are available for sale by writing the Labor Heritage Foundation, 815 16th St. N.W., Suite 301, Washington, D.C. 20006; phone 202/842-7880. Prices range from $5 each for less than 10 copies to $1 each for 500 or more.



Roger Kerson/UAW

UAW Secretary-Treasurer Bill Casstevens, who heads the union's Caterpillar department, answers questions from television reporters during a march in Decatur, Ill., on Nov. 30.

Caterpillar broke law, judge rules

The UAW scored two major legal victories in its six-month strike against the giant construction equipment manufacturer Caterpillar.

Administrative Law Judge James L. Rose ruled for the UAW in the first four of 107 unfair labor practice complaints against the company, involving 31 incidents. He agreed with the union's position in 25 of those incidents.

Rose said Caterpillar, at its York, Pa., plant illegally barred workers from wearing buttons and T-shirts criticizing company CEO Donald Fites, fired worker Kenneth Myers for his sign and threatened him after his reinstatement.

The company illegally suspended 23 workers for wearing pro-union buttons or displaying pro-UAW signs, Rose said. Caterpillar also violated federal labor law by firing union steward Dennis Rohrbaugh for his union activity and then lying about the reason, he ruled.

The Nov. 23 ruling "spells out very precisely the rights and responsibilities for union members and the company," said UAW Secretary-Treasurer Bill Casstevens. "We're prepared to meet with Caterpillar immediately" to settle the strike, he said. Casstevens heads UAW's Caterpillar department.

Caterpillar has appealed Rose's order to halt its illegal actions and to reinstate the workers with back pay. Some 14,000 Caterpillar employees walked out June 21 to force the company to negotiate.

In another win for the union, the National Labor Relations Board announced plans to issue another unfair labor practice complaint against Caterpillar, citing the unilateral halt in accrual of pension credits for the striking employees. Caterpillar on Nov. 7 notified the strikers that the halt would be retroactive to Aug. 31.

The complaint is the first opportunity for the NLRB to review the issue of pension benefits during a strike since 1948, when the board ruled those benefits could be withheld, said Glenn Zipp, NLRB's regional director for Peoria, Ill., home of Caterpillar. That ruling, however, came before passage of the Employee Retirement Income Security Act (ERISA), he pointed out.

The UAW claims Caterpillar is illegally threatening workers for striking. "We stated from the very start that this action by the company was nothing but an attempt to coerce people into crossing their own picket lines. Once the NLRB investigated the matter, they reached the exact same conclusion," Casstevens said.

— James B. Parks

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